

Personal information pertaining to private citizen withheld pursuant to G.L. c.4
§7(26)(c)

From: [REDACTED]
To: fryan@town.arlington.ma.us; achapdelaine@town.arlington.ma.us; ahrc@town.arlington.ma.us
Subject: (Archive Copy) Dismiss Lt. Rick Pedrini
Date: Wednesday, October 31, 2018 11:17:45 AM

Dear Arlington Town Officials,

Like many other Arlington residents, I am horrified by the [words of Lt. Rick Pedrini in his recent writings for the Massachusetts Police Association](#). He urged his fellow officers to "meet violence with violence" when dealing with "social justice warriors," despite the fact that most of these movements (including Black Lives Matter) are nonviolent and were formed in response to the high rates of racist police violence & the increasing militarization of our police force.

Lt. Pedrini demonstrates his racism by comparing refugee caravans to the enemy planes that attacked Pearl Harbor, to the point of suggesting that these legal asylum seekers deserve to be shot. He embodies the worst of the American police force, and as such, it is the responsibility of ethical police & government officials to permanently remove him from his post.

[REDACTED] of East Arlington, I will not feel safe in my neighborhood as long as Rick Pedrini remains on the police force. I am aware that he has been placed on administrative leave, however, this is not enough. Lt. Pedrini's claims of "satire" are hollow—he is simply fanning the flames of violence, and this has lethal consequences.

I trust that you will handle this swiftly and appropriately. I look forward to the news that he will no longer be roaming our streets with a gun.

Thank you,
Robin Harney

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) FW: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 2:22:56 PM

From: john@jgpr.net [mailto:john@jgpr.net]
Sent: Tuesday, October 30, 2018 2:22 PM
To: fryan@town.arlington.ma.us
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

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Town of Arlington



Adam Chapdelaine,
Town Manager

112 Mystic Street
Arlington, MA 02474

Arlington Police Department



Frederick Ryan, Chief
of Police

112 Mystic Street
Arlington, MA 02474

FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil

Phone: 617-993-0003

Email: john@jgpr.net

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department.

Pedrini has been relieved of duty and placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The town leaders release the following statements to the public:

Town Manager Chapdelaine

"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter

directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

Pedrini, who has been employed by the Arlington Police Department since 1996.

###

A message from the Arlington Police Department

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Distributed By:

John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003



From: Adam Chapdelaine
To: Sandy Pooler
Subject: (Archive Copy) Fwd: Expressing concern over Rick Pedrini
Date: Tuesday, October 30, 2018 11:43:24 AM

the link below goes to the newsletter

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Alexander B Collins [REDACTED]
To: achapdelaine@town.arlington.ma.us
Cc: fryan@town.arlington.ma.us
Date: Mon, 29 Oct 2018 18:15:20 -0400
Subject: Expressing concern over Rick Pedrini

To: Frederick Ryan, Arlington Chief of Police

CC'ed to: Adam Chapdelaine, Arlington Town Manager

To whom it may concern:

It has been brought to my attention that in Issue 1, Volume 34 (2018) of The Sentinel

(

http://www.masspolice.com/media/site_assets/e6bbd61319737fa092d41939275f1422/assets/sentinel_volume_34_i.pdf?fbclid=IwAR2siSuPnTds_O80LfaC0oFi1N1n2N132u6m0sCYuTbu9ppKnU7hCrKVx4w), Rick Pedrini, Arlington representative on the Massachusetts Police Association has written things that are very distressing. One excerpt:

"I am sick and tired of the social justice warriors telling us how to do our jobs. It's time we forget about "restraint", "measured responses", "procedural justice", "de-escalation", "stigma-reduction", and other feel-good BS that is getting our officers killed. Let's stop lipsynching, please! Let's meet violence with violence and get the job done."

It is horrifying to me that any officer of the law would call for active violence, and disregard the rights and safety that all citizens are entitled to under the law out of sheer annoyance. It is attitudes and views like those quoted above that prevent me from feeling safe around police officers. I have friends that are not white that I constantly worry about because of views such as quoted above. I feel very strongly that these views should absolutely not be tolerated in any job that is a service to the public. I respectfully urge that this be taken seriously, and looked into and dealt with appropriately for the sake and safety of **all** citizens of Arlington.

Thank you for taking the time to read this. I look forward to your response.

--

Alexander Collins

From: [REDACTED]
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Fwd: Lt. Pedrini
Date: Tuesday, October 30, 2018 2:08:24 PM

Hi Adam. I wanted to share the email I sent below to Chief Ryan regarding Lt. Pedrini's recent statements in The Sentinel. The fact that he characterizes his comments as "entertainment" is disturbing (<http://www.wbur.org/news/2018/10/30/new-mass-police-organization-head-writing>). I'd like to highlight one of his comments below that I did not mention in my email to Chief Ryan:

"And now we have dedicated MBTA bus lanes to go along with the dedicated bike lanes. A warning to the Tour de France wanna-be's- Give the damn busses the right of way."

I really appreciate Arlington's steps towards increasing bike safety and ridership in this town. I bike to Alewife every morning because it's the quickest and most predictable way for me to get to Alewife. I'm not trying to win any awards or virtue signal - I'm just trying to get to and back from downtown Boston in under an hour. I would not commute by bike if I didn't feel the increased safety from the bike lanes and the Minuteman. From time to time I bike to Capitol Square and the area of Arlington Center where the dedicated bike lane drops off is a terrifying experience. After a few close calls there, I resolved to skip the whole area and instead ride on the Minuteman to Lake Street. Good to know where I stand with members of the APD when I am out there getting right-hooked by cars going into Kickstand.

After reading all of Lt. Pedrini's "entertainment" I really wonder who he does not have contempt for - the list seems pretty long and it cuts across a large swath of people who live in Arlington. What happens when these people for which he shows contempt need APD assistance and Lt. Pedrini is the one who shows up?

----- Forwarded message -----
From: Eric Cronin [REDACTED]
Date: Tue, Oct 30, 2018 at 10:49 AM
Subject: Lt. Pedrini
To: <fryan@town.arlington.ma.us>

Chief Ryan:

I am writing to you about the series of "Man on the Street" articles written by Lt. Rick Pedrini in The Sentinel. I think many of us have become hardened by the overwhelming amount of explosive political rhetoric that circulates these days, whether it be online in the media or even between people with different political viewpoints. For me, I find it to be exhausting. I have a six year old daughter and my wife and I work very hard to teach her respect, honesty and decency. She doesn't have to agree with everyone and people don't have to agree with her. That's not how life works.

I don't agree with any of Lt. Pedrini's comments in his Man on the Street articles. That's fine. Those are his opinions which he has a constitutional right to express. I was born and raised in Massachusetts - none of this is new to me.

What concerns me is his anger and how that currently plays out or will play out in his role as a police officer in Arlington. I am struck both by his advocacy for violence and the sheer thrill and excitement he seems to get in talking about it. He describes himself

as "sick and tired." More precisely, he's "sick and tired" of "restraint", "measured responses" and "de-escalation" because these policies are "feel good BS that is getting our officers killed." He thinks the solution is to "meet violence with violence." I just think he likes violence and wants to engage in it.

I know that you have been made aware of Lt. Pedrini's articles from your public comments and that you intend to "take immediate measures to address the situation" and I hope that it is addressed in a meaningful way.

(https://www.masslive.com/news/index.ssf/2018/10/lets_meet_violence_with_violence.html)

Thanks,

Eric Cronin
121 Mount Vernon

From: [Christine Bongiorno](#)
To: [Adam Chapdelaine](#); [Fred Ryan](#)
Subject: (Archive Copy) Fwd: Piece by an Arlington Lieutenant in the MPA publication
Date: Tuesday, October 30, 2018 9:55:55 AM
Attachments: [sentinel volume 34 i.pdf](#)

Hi Adam and Chief Ryan,

Wondering how we are responding to this as town leadership?

CB

Christine Bongiorno, MPH
Director of Health and Human Services
Town of Arlington
27 Maple Street
Arlington, MA 02476
(781)316-3170
[www.arlingtonma.gov/hhs](#)

From: "David F. Swanson" [REDACTED]
To: Christine Bongiorno <CBongiorno@town.arlington.ma.us>
Cc: Naomi Greenfield <naomigreenfield@gmail.com>
Date: Tue, 30 Oct 2018 09:52:38 -0400
Subject: Fwd: Piece by an Arlington Lieutenant in the MPA publication

Hi Christine -- I'm sure you've heard about this already. See below -- the AHRC received this request from the Advocate. We want to be on the same page with the Town and APD on this, so we're deferring to you before we reply. Thoughts on this?

Any advice is much appreciated.

Best,
Dave

----- Forwarded message -----

From: **Matheson, Abigail** <amatheson@wickedlocal.com>
Date: Tue, Oct 30, 2018 at 9:46 AM
Subject: Piece by an Arlington Lieutenant in the MPA publication
To: Naomi Greenfield <nsgreenfield@arlingtonhumanrights.org>, David F. Swanson
<[REDACTED] AHRC <ahrc@town.arlington.ma.us>

Hi Naomi and David,

This morning it was brought to my attention that Arlington Police Lt. Rick Pedrini published what appear to be several columns in the Mass. Police Association publication "The Sentinel" where he wrote, among other things, "I am sick and tired of the social justice warriors telling us how to do our jobs." This column starts on page 8.

I've attached the PDF of the newsletter to this email. I've seen strong reactions from people on Twitter regarding his statements and I wanted to reach out to you all first of all to make sure you were aware and secondly to ask for comment from the AHRC about his statements, which appear to go against the community policing practices that are so commonly used in Arlington.

Thank you both for your time. Please feel free to give me a call if you have any questions.

Abbi

Abbi Matheson

Editor/Multimedia Journalist
Arlington Advocate
781-674-7734

Please send press releases to arlington@wickedlocal.com. Deadline for most submissions is by noon on Friday for the following Thursday's paper. Submissions to our Calendar section are due by 5 p.m. Wednesday, a week prior to publication. Letters to the Editor are due by 9 a.m. Monday (400-word limit).

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From: Adam Chapdelaine
To: Fred Ryan
Subject: (Archive Copy) Fwd: Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Wednesday, October 31, 2018 12:20:59 PM

FYI

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Greg Christiana [REDACTED]
To: "Joseph A. Curro, Jr." [REDACTED]
Cc: "Frank J. Ciano" [REDACTED] AChapdelaine@town.arlington.ma.us, "Dunn, Daniel J." [REDACTED], Juli [REDACTED]
Brazile <[REDACTED]>, "Jane P. Morgan" [REDACTED] Kirsi Allison-Ampe [REDACTED], Annie [REDACTED]
LaCourt <annie@lacourt.net>, Clarissa Rowe <[REDACTED]>, Naomi Greenfield <[REDACTED]>, [REDACTED]
BethAnn Friedman <[REDACTED]>, Amy Speare <[REDACTED]>, Steve Liggett [REDACTED], [REDACTED]
Timur Kaya Yontar [REDACTED], Greg Dennis [REDACTED], Kate Leary <[REDACTED]>, Lauren Ledger [REDACTED]
, Ginna Reeder [REDACTED], Daniel FB Ruiz <[REDACTED]>, rachelleldobbs [REDACTED]
, Juliet Moir <[REDACTED]>

Date: Wed, 31 Oct 2018 12:09:50 -0400

Subject: Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Joe, thanks for the perspective.

Before yesterday, I'd never felt unsafe in Arlington, in large part due to my positive impression of our law enforcement as a strong ally aligned with our community values. Everything I've heard from and about Chief Ryan has reinforced this impression. But my sense of confidence and security is shaken by the hostile and antagonist views expressed by Lieutenant Pedrini, as if a dam of verbal restraint has broken, no doubt given license by the dangerous rhetoric from our national politics. While individuals have a First Amendment right to voice such views, they have no such right to serve in law enforcement in our community.

If we're going to restore confidence in our law enforcement's ability to keep us safe rather than posing a threat, we need to have a better handle on how prevalent Lieutenant Pedrini's hostile and violent views are within our law enforcement community. My deep apprehension since yesterday stems from having no idea at the moment whether this hostile sentiment is isolated or widespread. And this is what I'd like to raise with Chief Ryan as the start of an ongoing dialogue. Clearly Lieutenant Pedrini believed that he had a receptive audience for his hostile and antagonistic views that he published in the newsletter, and so I'd like to know how widely this venom has spread and what we can do to reverse it. I don't pretend to know how to address this, but I do know that it's going to take humility, courage, and wisdom from everyone involved. In this adversity we must find and embrace the opportunity.

-Greg

On Tue, Oct 30, 2018 at 6:30 PM Joseph A. Curro, Jr. [REDACTED] wrote:

Thank you, all. I will continue to stay plugged in via the Manager.

Needless to say, I am very upset and feeling disappointed and -- frankly -- let down by someone whom I have heretofore found to be very approachable, whose family I know, and with whom I participated in an all-day AHRC training session around 11 years ago when I chaired the Commission.

This is a terrible counterpoint to a wonderful celebration at the AYCC Gala on Friday night, which was attended by hundreds of Arlington residents and many law enforcement officials. Chief Ryan accepted an award on behalf of the men and women of the APD, specifically citing the Department's work on restorative justice, de-escalation training, Arlington's humane approach to the opioid epidemic, and APD's employment of a clinician and partnership with Health and Human Services and others to help address mental health needs in our community.

APD, in partnership with Sheriff Koutoujian, spends a lot of time on de-escalation training. I have had the privilege of attending one of these trainings, which utilize very realistic computer-controlled video simulations and -- in some cases -- use of live rounds when de-escalation tactics are exhausted. I walked away with a better appreciation for just how difficult it is to make split-second life-and-death decisions and how incredibly important such training is for avoiding mistakes and keeping police officers and other involved parties safe. I have to think that a greater emphasis on training like this would help to avoid some of the tragedies we have seen around the country over the past years. Along with my other feelings, I am saddened to see such work devalued.

A difficult day to cap a difficult week.

Joe

On Tue, Oct 30, 2018 at 5:33 PM <frankieboy@aol.com> wrote:
greg, I agree with you and let me know when the meetings are to take place
frank

-----Original Message-----



Sent: Tue, Oct 30, 2018 3:53 pm

Subject: Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Adam, thank you for acting quickly to resolve this breach of public trust.

Some folks have responded about joining a meeting with Chief Ryan. Given the officer's relief from duty and the volatile lead-up to next week's elections, I think it's best if we allow Chief Ryan some time to work this out. That said, we cannot simply forget that this happened as we have trust to rebuild and questions we need answered. So, I'd like to meet with Chief Ryan next week after the election so that there's time for everyone to reflect on this disturbing situation. I plan to attend with the MA Chapter Leader of Moms Demand Action for Gun Sense in America (my wife, Angela) who's worked with law enforcement on the recent passage of [ERPO](#) in MA. If anyone else is interested in joining, let me know.

I'm so grateful to live in a community that is so alert, engaged, and responsive.

Thanks,

Greg

On Tue, Oct 30, 2018 at 2:32 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Greg,

Thank you for cc'ing me on this email. I wanted to share the statement that Chief Ryan and I just released on this matter. I've pasted it below. There are further conversations to have and trust to rebuild, but I hope this statement underscores the seriousness with which we are handling this matter.

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department.

Pedrini has been relieved of duty and placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The town leaders release the following statements to the public:

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"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the

remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue](#)
[Arlington, MA 02476](#)
[\(781\) 316-3010](#)



Cc: achapdelaine@town.arlington.ma.us

Date: Tue, 30 Oct 2018 12:57:02 -0400

Subject: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Fellow Town Meeting Members,

I was alarmed to read the following news this morning, especially in light of the violent escalations in recent weeks across the country:

'Let's meet violence with violence:' Mass Police Association executive Rick Pedrini rails against restraint and de-escalation

https://www.masslive.com/news/index.ssf/2018/10/lets_meet_violence_with_violent.html

It describes articles in a police association newsletter that can be found at:

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I called the Arlington Police Department this morning to confirm that Rick Pedrini is an active police officer in our town. Chief Ryan commented in the article that he's looking into the issue.

I have every confidence in Chief Ryan, and to confirm that my confidence is well-placed, I intend to meet with the Chief in person tomorrow or at the earliest we can arrange. Let me know if you're interested in joining me, to let it be known unequivocally that the elected representatives of Arlington will not stand for such an irresponsible escalation of tensions and a call for violence from those who've sworn to keep the peace.

Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From: [Adam Chapdelaine](#)
To: [Fred Ryan](#)
Subject: (Archive Copy) Fwd: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 1:08:24 PM

FYI

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Greg Christiana [REDACTED]
To: "Joseph A. Curro, Jr." [REDACTED] "Dunn, Daniel J." <[REDACTED]> Juli Brazile
[REDACTED] "Jane P. Morgan" [REDACTED] Kirsi Allison-Ampe [REDACTED]
Annie LaCourt [REDACTED] Clarissa Rowe [REDACTED] Naomi Greenfield
[REDACTED] BethAnn Friedman [REDACTED] Amy Speare
[REDACTED] "Frank J. Ciano" [REDACTED] Steve Liggett [REDACTED],
Timur Kaya Yontan [REDACTED] Greg Dennis [REDACTED] Kate Leary
[REDACTED] Lauren Ledger [REDACTED] Ginna Reeder [REDACTED]
Daniel FB Ruiz [REDACTED] rachelleldobbs [REDACTED] Juliet Moir
[REDACTED]

Cc: achapdelaine@town.arlington.ma.us

Date: Tue, 30 Oct 2018 12:57:02 -0400

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Greg Christiana
Town Meeting Member, Precinct 15

From: [Adam Chapdelaine](#)
To: [Christine Bongiorno](#)
Subject: (Archive Copy) Fwd: Statement of Arlington Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 10:23:59 AM

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "Fred Ryan" <FRyan@town.arlington.ma.us>
To: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Date: Mon, 29 Oct 2018 20:29:42 -0400
Subject: Fwd: Statement of Arlington Police Chief Frederick Ryan

draft

From: John Guilfoil <john@jgpr.net>
To: Fred Ryan <FRyan@town.arlington.ma.us>
Date: Mon, 29 Oct 2018 20:26:48 -0400
Subject: Fwd: Statement of Arlington Police Chief Frederick Ryan

Here is a draft

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)
781-752-9877 (c)

<http://jgpr.net>
@johnguilfoil
@guilfoilpr

----- Forwarded message -----

From: **John Guilfoil** <john@jgpr.net>
Date: Mon, Oct 29, 2018 at 8:26 PM
Subject: Statement of Arlington Police Chief Frederick Ryan
To: <john@jgpr.net>

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Arlington Police Department

**Frederick Ryan, Chief of
Police**

112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Monday, Oct. 29, 2018
Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

Statement of Arlington Police Chief Frederick Ryan

ARLINGTON -- Chief Frederick Ryan releases the following statement to the public:

"I have been made aware of remarks written in the newsletter of an independent advocacy group, the Massachusetts Police Association, by a member of the Arlington Police Department.

"The remarks, written by Lt. Rick Pedrini, who has become a leader in the Massachusetts Police Association, do not reflect the values, morals or mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks and will be speaking with the Town Manager and Arlington labor counsel to determine the appropriate response to this matter."

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A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: Statement of Arlington Police Chief Frederick Ryan
Date: Monday, October 29, 2018 8:29:45 PM

draft

From: John Guilfoil <john@jgpr.net>
To: Fred Ryan <FRyan@town.arlington.ma.us>
Date: Mon, 29 Oct 2018 20:26:48 -0400
Subject: Fwd: Statement of Arlington Police Chief Frederick Ryan

Here is a draft

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

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<http://jgpr.net>
[@johnguilfoil](#)
[@guilfoilpr](#)

----- Forwarded message -----

From: **John Guilfoil** <[john@jgpr.net](#)>
Date: Mon, Oct 29, 2018 at 8:26 PM
Subject: Statement of Arlington Police Chief Frederick Ryan
To: <[john@jgpr.net](#)>

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Arlington Police Department

**Frederick Ryan, Chief of
Police**

112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Monday, Oct. 29, 2018
Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

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A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003

From: [John Guilfoil](#)
To: AChapdelaine@town.arlington.ma.us; [Fred Ryan](#)
Subject: (Archive Copy) Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 12:54:30 PM

New draft -- this has been copy-edited and formatted

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)
781-752-9877 (c)

<http://jgpr.net>
@johnguilfoil
@guilfoilpr

----- Forwarded message -----

From: **John Guilfoil** <john@jgpr.net>
Date: Tue, Oct 30, 2018 at 12:53 PM
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief
Frederick Ryan
To: <john@jgpr.net>

Display problems? [Open this email in your web browser.](#)

Town of Arlington
Adam Chapdelaine, Town
Manager
112 Mystic Street
Arlington, MA 02474



Arlington Police

Department
Frederick Ryan, Chief of
Police
112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department.

Pedrini has been placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The town leaders release the following statements to the public:

Town Manager Chapdelaine

"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms."

Pedrini, who has been employed by the Arlington Police Department **SINCE WHEN?** was promoted to lieutenant **WHEN?**

###

A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003

From: [Adam Chapdelaine](#)
To: ddunn@town.arlington.ma.us; dmahon@town.arlington.ma.us; jcurro@town.arlington.ma.us; JHurd@town.arlington.ma.us; kgreeley@town.arlington.ma.us; MKrepelka@town.arlington.ma.us
Cc: [Sandy Pooler](#); [Jim Feeney](#); [Caryn Malloy](#)
Subject: (Archive Copy) Fwd: Statements of Arlington Town Manager Adam Chapdelaine and PoliceChief Frederick Ryan
Date: Tuesday, October 30, 2018 2:28:02 PM

Members of the Board,

Please see the joint statement below from me and Chief Ryan. As you will see, we are taking this very seriously and placing Lt. Pedrini on paid administrative leave while we investigate this matter further.

If you have any questions, please let me know.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: John Guilfoil <john@jgpr.net>
To: "" <achapdelaine@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 18:23:52 +0000
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

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Town of Arlington
Adam Chapdelaine, Town
Manager
112 Mystic Street
Arlington, MA 02474



Arlington Police
Department
Frederick Ryan, Chief of
Police

112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

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Pedrini, who has been employed by the Arlington Police Department since 1996.

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A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.

Georgetown, MA 01833
617-993-0003



From: [John Guilfoil](#)
To: AChapdelaine@town.arlington.ma.us; [Ellement, John](#); allyjar@bu.edu; dглаун@masslive.com; arlington@wickedlocal.com; [Andrew Flanagan](#); [Annear, Steve](#)
Subject: (Archive Copy) Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 2:34:08 PM

FYI

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)
781-752-9877 (c)

<http://jgpr.net>
[@johnguilfoil](https://twitter.com/johnguilfoil)
[@guilfoilpr](https://www.instagram.com/guilfoilpr)

----- Forwarded message -----

From: **John Guilfoil** <john@jgpr.net>
Date: Tue, Oct 30, 2018 at 2:32 PM
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief
Frederick Ryan
To: <john@jgpr.net>

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Town of Arlington
Adam Chapdelaine, Town
Manager
112 Mystic Street
Arlington, MA 02474



Arlington Police

Department
Frederick Ryan, Chief of
Police
112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

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Pedrini has been employed by the Arlington Police Department since 1996.

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A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003

From: [Adam Chapdelaine](#)
To: [Caryn Malloy](#)
Subject: (Archive Copy) Fwd: Statements of Arlington Town Manager Adam Chapdelaine and PoliceChief Frederick Ryan
Date: Tuesday, October 30, 2018 2:52:45 PM

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: John Guilfoil <john@jgpr.net>
To: "" <achapdelaine@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 18:32:23 +0000
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

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Town of Arlington
Adam Chapdelaine, Town
Manager
112 Mystic Street
Arlington, MA 02474



Arlington Police
Department
Frederick Ryan, Chief of
Police
112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil

Phone: 617-993-0003

Email: john@jgpr.net

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Pedrini has been employed by the Arlington Police Department since 1996.

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A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003



From: [John Guilfoil](#)
To: [Fred Ryan](#); AChadelaine@town.arlington.ma.us; [jessica](#)
Subject: (Archive Copy) Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 12:45:04 PM

Chief and Adam--Please see the draft below. Let me know if you have any questions/comments/revisions.

Jessica in my office will copy edit as well.

John

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)
781-752-9877 (c)

<http://jgpr.net>
@johnguilfoil
@guilfoilpr

----- Forwarded message -----
From: **John Guilfoil** <john@jgpr.net>
Date: Tue, Oct 30, 2018 at 12:43 PM
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief
Frederick Ryan
To: <john@jgpr.net>

Display problems? [Open this email in your web browser.](#)

Town of Arlington
Adam Chapdelaine, Town
Manager
112 Mystic Street
Arlington, MA 02474

Arlington Police
Department

Frederick Ryan, Chief of
Police

112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

**Statements of Arlington Town Manager
Adam Chapdelaine and Police Chief
Frederick Ryan**

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

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Pedrini has been placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The town leaders release the following statements to the public:

"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter," Town Manager Chadelaine said. "These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Added Police Chief Ryan:

"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department," Chief Ryan said. "Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms."

Pedrini, who has been employed by the Arlington Police Department SINCE WHEN was promoted to lieutenant WHEN

###

A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003

From: [REDACTED] shapiro
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Lt Pedrini
Date: Wednesday, October 31, 2018 8:42:12 PM

Dear Mr Chapdelaine,

I very much agree with the concerns you and Police Chief Ryan have expressed regarding Richard Pedrini's recent disturbing remarks. I hope that Lt Pedrini will not be returning to active duty with the Arlington police force given his recent statements. Thank you for standing up for an ethical and humane police dept in Arlington.

Annie S
Arlington resident

From: [REDACTED]
To: fryan@town.arlington.ma.us
Cc: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Lt. Pedrini
Date: Tuesday, October 30, 2018 6:27:35 PM

Dear Chief Ryan,

As an Arlington resident, I was shocked today when I read the inflammatory columns written by APD Lt. Pedrini in the Massachusetts Police Association's publication The Sentinel.

I have, until today, held the Arlington Police Department in high regard. I believed our police to be a model of community-oriented policing focused on being a partner in solving our town's problems rather than just arresting and incarcerating people. I felt that our police department's values and priorities reflected those of the town's voters and leaders.

Lt. Pedrini's comments throw that previous understandings in to question. His disturbing comments show clear political and racial bias, and demonstrate contempt for the community that he supposedly protects and serves. They suggest that he is unable to deal fairly and professionally with people from diverse backgrounds and opinions. While these attitudes may not represent the official policy of the APD, I cannot imagine how I, my family, or neighbors, could interact with Lt. Pedrini and feel safe or comfortable, especially considering the violent fantasies contained in his writing.

As you know, the power of the APD derives from the trust and respect the community gives it. Lt. Pedrini has lost my trust and respect, and I ask you to take serious and concrete action to demonstrate that his biased, violent attitudes have no place among our police. I read that he has been placed on leave, which is a good first step.

Furthermore, I ask you to demonstrate that attitudes like those expressed by Lt. Pedrini do not exist among other APD officers. As a leader in the department (and apparently in his profession generally), I would be surprised if Lt. Pedrini's views were not influential among members of the department. I would not want any officer who shared Lt. Pedrini's attitudes to interact with residents or visitors to our town in an emergency or crisis.

I am grateful for your leadership of the APD to date, and I hope our town can continue to be a model for public safety by quickly and fairly handling this violation of the community's trust.

Sincerely,

Jacob Barry
Orvis Rd.

From: [Sam Kleiner](#)
To: [REDACTED] fryan@town.arlington.ma.us ; achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Pedrini Did NOTHING Wrong
Date: Wednesday, October 31, 2018 10:22:34 PM

American citizens want law and order restored to our streets by any means necessary. The rampant criminality that has taken our cities and towns hostage will no longer be tolerated by patriotic Americans. We are taking our country back from the elites and globalists that have polluted our great nation with drugs and supported cop-killing terrorist organizations like Black Lives Matter.

It is time to use the heavy hand and long arm of the law to strike fear into criminals.

It is time to Make America Great Again!

From: [Julia Rafferty](#)
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Pedrini
Date: Tuesday, October 30, 2018 8:51:48 PM

Mr. Achapdelainle, I do not live in Arlington, but I live near Arlington and have friends and family who do live in Arlington. The viewpoints expressed by Pedrini are at best inappropriate and at worst racist, hostile, willfully ignorant, and antagonistic to the people he has pledged to protect and serve. Imagining this individual on the streets, leading other police officers and interacting with citizens of Arlington, is terrifying. I used to work with citizens of Arlington and the surrounding area who experience significant mental health issues that could compromise their ability to blend in with higher functioning individuals of Arlington. Were they to come across with police officers like Pedrini, they would almost certainly face inappropriate and excessive interaction with the justice system if not death. Police should not have a view point that they are the enemy of the people. Police should not be biased in the way they choose to protect and serve people. People should not give preferential nor diminished service to people based on their opinions of their political viewpoints. While police interact with people who are, or appear to be, breaking the law, they are not the arbitrators of the kind of justice that person should receive for their behaviors, and should conduct themselves as such. By no means should you employ somebody who sees himself as an enemy of people, and to meet these people with violence. I implore you, I beg you, do not employ this individual in your town. Keep the people of Arlington safe.

Thank you,
Julia Rafferty

From: [Fred Ryan](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Pedrini
Date: Tuesday, October 30, 2018 8:02:52 PM

<http://www.masspolice.com/>

MPA suspended him.

From: [Fred Ryan](#)
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Quick Review?
Date: Tuesday, October 30, 2018 5:32:40 PM

You may have read the published writings of Lt. Richard Pedrini in the Massachusetts Police Association periodical. I write to all of the members of the Arlington Police Department to, in no uncertain terms, denounce the written opinions of Lt. Pedrini.

The Arlington Police Department's greatest asset in support of our mission is the trust of the residents and business people that we serve, and Lt. Pedrini's writings, regardless of their intent, have seriously compromised that trust.

Further, the concepts of procedural justice, restorative justice, and effectively addressing the stigma and dehumanization of people with mental health and/or opiate disorder are called into question in these published articles. Make no mistake, I stand firm in my commitment to serving all people, no exceptions, with the dignity and respect that they deserve, and my commitment to the delivery of fair and impartial police services is unwavering. As your Chief of Police, I am empowered to set such standards for the delivery of police services and I expect all members to continue to align themselves accordingly.

While the consequences of these writings have no doubt set us back, I know that the great men and women of the APD will rise to the occasion and engage community members in positive dialogue as we work to overcome this setback and regain their trust. Please get out of your cruisers more frequently over the coming days and engage the community, have those difficult conversations, and reestablish legitimacy and trust in the community.

Thanks to all for understanding and please do not hesitate to contact me if you have any questions/concerns.

Chief Ryan

From: [Adam Chapdelaine](#)
To: [Fred Ryan](#)
Subject: (Archive Copy) Quote for Statement
Date: Tuesday, October 30, 2018 11:57:36 AM

I'm open to John's advice for how to structure the statement, but if he wants a quote, how about something like this? It's strong, and I'm happy to amend, but my gut tells me not to hedge on this one.

"The remarks in the Sentinel penned by Mr. Pedrini are in direct conflict with the mission and values of the Arlington Police Department and the Town of Arlington. The explicit disregard for human life contained in these comments is disturbing and not acceptable behavior for an Arlington employee. The Town is taking these comments very seriously and will thoroughly investigate this matter to fullest extent allowed by law."

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: Concern over Arlington Police Lt. Rick Pedrini
Date: Wednesday, October 31, 2018 9:20:29 AM

Dianna,

Thank you for writing to me in regard to this matter. We are taking this issue very seriously, and as you mentioned, we have placed Mr. Pedrini on leave while we further investigate.

We need to allow for due process while also acknowledging the valid concerns of residents and visitors to Arlington.

I can assure you that Chief Ryan will continue to hold the department and its officers to the highest standard and will make it abundantly clear that Arlington's commitment to community policing remains firmly in place.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Dianna Bell [REDACTED]
To: achapdelaine@town.arlington.ma.us
Date: Wed, 31 Oct 2018 08:47:21 -0400
Subject: Concern over Arlington Police Lt. Rick Pedrini

Dear Mr. Chapdelaine,

I am writing to voice my extreme concern over the statements of Arlington Police Lt. Rick Pedrini. I know he has already been placed on leave, but I don't think someone with his beliefs should be a police officer.

Violence should NEVER be met with violence. This belief is why we see innocent people shot by police. I don't want this type of violence and tragedy in our community. And to continue to employ a person who has made it very clear what he would do in situations similar to the ones I'm describing is highly disturbing. We want our police officers to be beacons of safety and security, not figures to be feared.

To add to that, the number of other extremely disturbing statements he has written and shared should disqualify him from returning to the force.

I really appreciate your time and attention to this extremely important matter.

Thank you,
Dianna Bell
Arlington Resident

--

Dianna Bell
Multimedia Arts Journalist
[REDACTED]

From: [REDACTED]
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) RE: Concern over Lt. Rick Pedrini's Statements
Date: Tuesday, October 30, 2018 2:54:35 PM
Attachments: [image001.png](#)

Thanks to you and Chief Ryan.

Best,
Chris

From: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Sent: Tuesday, October 30, 2018 2:48 PM
To: Potter, Christopher [REDACTED]
Subject: Re: Concern over Lt. Rick Pedrini's Statements

Chris,

Thank you for writing to me about this matter. I want to share with you the statement that Police Chief Ryan and I just released regarding Lt. Pedrini's comments:

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

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Police Chief Ryan

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I hope these statements demonstrate how seriously we are taking this matter. That said, I understand that there are

more conversations to be had and trust to be rebuilt.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "Potter, Christopher" [REDACTED]
To: "achapdelaine@town.arlington.ma.us" <achapdelaine@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 16:30:39 +0000
Subject: Concern over Lt. Rick Pedrini's Statements

Dear Sir,

I'm a citizen of Arlington and have two children in the school system. Arlington is an outstanding place to live and raise a family. The reason why Arlington is so outstanding is in part due to its' diversity and inclusiveness.

However, I'm very concerned regarding the comments made by Arlington PD's Lt. Rick Pedrini as they are in direct opposition to what this town stands for. He also doesn't seem to have the temperament needed for his position and I do not think he is fit for duty for the following reasons:

1. He is advocating extra-judicial violence per the following quote:

"I am sick and tired of the social justice warriors telling us how to do our jobs," Pedrini wrote in a column that references the death of Weymouth police officer Michael Chesna, who was killed in the line of duty in July 2018. "It's time we forget about 'restraint,' 'measured responses,' 'procedural justice,' 'de-escalation,' 'stigma-reduction,' and other feel-good BS that is getting our officers killed."

2. He is advocating violence against immigrants per the following quote:

I have to chuckle at our border enforcement. The federal government is sending troops to the border and the liberals complain. Then we're told, they have no enforcement authority. Meanwhile, a "caravan" of illegals is traveling up through Mexico to demand all the rights of US citizens when they get here. ... Back on December 7th, 1941, a caravan of Japanese planes tried this in Hawaii. We shot at them. Hell, we didn't even suspend posse comitatus. The famed Japanese Admiral Yamamoto once said, "You cannot invade the mainland United States. There would (be) a rifle behind every blade of grass." How times have changed. Today, we'd let them land on our airstrips.

There not the words of a professional "peace" officer.

I thank your for your attention to this matter.

All the best,

Chris

Christopher Potter, MUA
Sr. Grants and Contracts Manager
Office of Sponsored Projects
Harvard Graduate School of Education
8 Appian Way, Read House
Cambridge, MA 02138
[REDACTED]



<http://www.gse.harvard.edu/>

<https://osp.gse.harvard.edu/>

Please consider the environment before printing

From: [Adam Chapdelaine](#)
To: [REDACTED]
Cc: [DDunn@town.arlington.ma.us](#); [DMahon@town.arlington.ma.us](#); [JCurro@town.arlington.ma.us](#); [JHurd@town.arlington.ma.us](#); [KGreeley@town.arlington.ma.us](#); [fryan@town.arlington.ma.us](#)
Subject: (Archive Copy) Re: Concerning Lt. Rick Pedrini
Date: Tuesday, October 30, 2018 3:27:40 PM

Jean,

That is a fair question, but I am limited in what I can say without jeopardizing the Town's legal standing in this matter. I hope you will accept me assuring you that we are proceeding in a manner that protects the Town's legal and financial interests while pursuing this matter.

We also hope to be swift in our decision making so that the period of time that elapses is not very long.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Jean Dao [REDACTED]
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: [DDunn@town.arlington.ma.us](#), [DMahon@town.arlington.ma.us](#), [JCurro@town.arlington.ma.us](#), [JHurd@town.arlington.ma.us](#), [KGreeley@town.arlington.ma.us](#), [fryan@town.arlington.ma.us](#)
Date: Tue, 30 Oct 2018 15:22:52 -0400
Subject: Re: Concerning Lt. Rick Pedrini

Hi Adam,

Thank you for your candor and response.

Would you be in a place to explain why Mr. Pedrini was placed on paid versus unpaid administrative leave? It seems inappropriate to me given the nature of his actions that he should be paid not to work (it hardly seems like this would give him any pause to consider why his actions are so detrimental to the community and to society), but I admit that I am not wholly familiar with any town and/or union bylaws/regulations. Any clarity would be much appreciated.

Many thanks,
j

On Tue, Oct 30, 2018 at 3:16 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Jean,

Thank you for writing about this matter. We are taking this matter very seriously and as such, we have placed Mr. Pedrini on paid administrative leave while we further investigate this matter. I cannot predict what the outcome of the investigation will be, but I can tell you that I am deeply disturbed by his comments.

Thank you again for writing about this matter.

Best,
Adam W. Chapdelaine

Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Jean Dao [REDACTED]
To: fryan@town.arlington.ma.us, achapdelaine@town.arlington.ma.us, JCurro@town.arlington.ma.us,
DDunn@town.arlington.ma.us, KGreeley@town.arlington.ma.us, JHurd@town.arlington.ma.us,
DMahon@town.arlington.ma.us
Date: Tue, 30 Oct 2018 14:37:30 -0400
Subject: Concerning Lt. Rick Pedrini

Good afternoon, all,

I am sure this is just one of many emails you have received today regarding the inflammatory, hateful, and -- quite frankly -- wholly unacceptable rhetoric displayed by Lt. Rick Pedrini in his recent articles in *The Sentinel*. As a former long-time resident of Arlington (born and raised!), I am writing to express my deep concerns regarding Lt. Pedrini's recent actions and am hopeful that you, as Arlington's elected officials and employees, will do right by the community you serve and terminate this man's employment, effective immediately and -- if possible -- with no severance.

Regardless of his intentions, his claims that his articles were "political satire" and "not meant to be taken word for word," or his legacy as a police officer, Lt. Pedrini's words in this recent edition of *The Sentinel* are damaging not just to his chosen profession, but also to the community he has sworn to protect and serve. Lt. Pedrini's words -- and the act of publishing them for others to read -- have shown that he is unfit not only to serve the Town of Arlington, but in any way, shape, or form.

I trust that you are all giving your utmost attention to this matter and that you will, as Chief Ryan has said, deal with Lt. Pedrini "swiftly and certainly."

My best wishes and thanks for your continued attention to this troubling matter,
Jean Dao

From: [REDACTED]
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Concerns about Rich Pedrini
Date: Wednesday, October 31, 2018 6:06:13 AM

Fantastic news, and thank you so much for sharing, Adam.

Best,
Damon

On Wed, Oct 31, 2018, 5:54 AM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
Damon,

I also learned last night that the MPA suspended Mr. Pedrini from their executive board and retracted the column. It may be a little late, but I did take it as some sign of a wider understanding among its membership of the problems with the remarks.

Best,
Adam

Sent from my iPhone

On Oct 30, 2018, at 8:43 PM, Damon [REDACTED] > wrote:

Thank you Adam! And please send my thanks to Chief Ryan too. The buck needs to stop here, since if that passed editorial review at the MPA, there are others who also think that way, and who would benefit from a clear example of the consequences.

On Tue, Oct 30, 2018, 7:20 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Damon,

Here is the message that Chief Ryan sent to all APD staff:

You may have read the published writings of Lt. Richard Pedrini in the Massachusetts Police Association periodical. I write to all of the members of the Arlington Police Department to, in no uncertain terms, denounce the written opinions of Lt. Pedrini.

The Arlington Police Department's greatest asset in support of our mission is the trust of the residents and business people that we serve, and Lt. Pedrini's writings, regardless of their intent, have seriously compromised that trust.

Further, the concepts of procedural justice, restorative justice, and effectively addressing the stigma and dehumanization of people with mental health and/or opiate disorder are called into question in these published articles. Make no mistake, I stand firm in my commitment to serving all people, no exceptions, with the dignity and respect that they deserve, and my commitment to the delivery of fair and impartial police services is unwavering. As your Chief of Police, I am empowered to set such standards for the delivery of police services and I expect all members to continue to align themselves accordingly.

While the consequences of these writings have no doubt set us back, I know that the great men and women of the APD will rise to the occasion and engage community members in positive dialogue as we work to overcome this setback and regain their trust. Please get out of your cruisers more frequently over the coming days and engage the community, have those difficult conversations, and reestablish legitimacy and trust in the community.

Thanks to all for understanding and please do not hesitate to contact me if you have any questions/concerns.

Chief Ryan

I know there are further questions to answer, but I thought you'd like to see this.

Best,

Adam

Sent from my iPhone

On Oct 30, 2018, at 5:05 PM, Damon <[REDACTED]> wrote:

Hi Adam,

Thank you very much for your fast and decisive action. It means so much to have a responsive and values-driven local government.

Best,
Damon

On Tue, Oct 30, 2018 at 4:07 PM Adam Chapdelaine
<AChapdelaine@town.arlington.ma.us> wrote:

Hi Damon,

Thank you for writing to express your very legitimate concerns. We are taking this very seriously and just issued the following statement:

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department.

Pedrini has been relieved of duty and placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The town leaders release the following statements to the public:

Town Manager Chapdelaine

"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

The Chief is also crafting a message to all APD staff which makes clear that that APD does not agree with or condone the comments made by Mr. Pedrini. I will share that with you once I receive it. As for your detailed questions, I need to work with the Chief to answer them. We understand that trust needs to be rebuilt and we will work to chart that course.

I'll be back in touch soon,

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Damon <[REDACTED]>
To: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 12:58:26 -0400
Subject: Concerns about Rich Pedrini

Hi Adam,

Are you aware of what Rick Pedrini, a lieutenant for our police, has been saying in his capacity as a Mass Police Association officer? It's insane and violent.

http://www.masspolice.com/media/site_assets/e6bbd61319737fa092d41939275f1422/assets/sentinel_volume_34_i.pdf

In this [article](#), it looks like Chief Ryan has emphasized that Pedrini is not speaking as an Arlington officer, but that's pretty weak. The hatred is dripping off of his words, with phrases like "put down", "maggot", and so many others. This was written after two cops died on the job, and it's tempting to excuse this hate speech as an emotional outburst. I've had friends die in Afghanistan and Iraq and understand the raw feelings that come with it. But if anyone is supposed to remain calm under stress, it's a police officer. It's literally what they're paid to do. I've been particularly impressed with the measured, professional, and compassionate tone that Chief Ryan has shown during my time living here. If Pedrini can't hack it, there are lots of other jobs out there for him.

The "us versus them" attitude gives me no confidence that I or anyone else could be treated fairly if we ever need police help from Sgt. Pedrini (and potentially others in the department, if he feels so comfortable saying this garbage). His disdain of restorative justice, a major focus for our town's police, is particularly absurd. It's insubordinate to what Chief Ryan has put in place. If I had said similar things about the government when I was in the Air Force, I would have been court-martialed and kicked out.

Of far more minor concern is his unrelated childish grousing about such hot-button topics like Lime Bike and the BRT pilot, but they contribute to the overall unstructured airing of undercutting grievances that I am shocked to see performed by any town employee. Again, if I did this at any job I've ever had, I would be fired immediately.

So, for town governance purposes, I want to understand: what is Chief Ryan doing about this? How is he ensuring that his subordinates are actually carrying out his policies, and not undercutting them publicly or privately? How can he ensure that anyone in Arlington feels safe engaging with police after venom like this is being blasted out by his officers? And why should we keep officers like this on the payroll when their stated beliefs are so far out of line with what the town's priorities are?

Thank you,
Damon Bosetti

From: Adam Chapdelaine
To: [REDACTED]
Subject: (Archive Copy) Re: Expressing concern over Rick Pedrini
Date: Monday, October 29, 2018 7:38:53 PM

Alexander,

Thank you for writing to bring this to my attention. I'm writing tonight to acknowledge receipt and let you know that we take this very seriously and will work to address this in the proper manner.

I'll follow up with you further after the Chief and I confer on this matter.

Best,
Adam Chapdelaine

Sent from my iPhone

On Oct 29, 2018, at 6:15 PM, Alexander B Collins [REDACTED] wrote:

To: Frederick Ryan, Arlington Chief of Police

CC'ed to: Adam Chapdelaine, Arlington Town Manager

To whom it may concern:

It has been brought to my attention that in Issue 1, Volume 34 (2018) of The Sentinel
(

http://www.masspolice.com/media/site_assets/e6bbd61319737fa092d41939275f1422/assets/sentinel_volume_34_i.pdf?fbclid=IwAR2siSuPnTds_O80LfaC0oFi1N1n2N132u6m0sCYuTbu9ppKnU7hCrKVx4w), Rick Pedrini, Arlington representative on the Massachusetts Police Association has written things that are very distressing. One excerpt:

"I am sick and tired of the social justice warriors telling us how to do our jobs. It's time we forget about "restraint", "measured responses", "procedural justice", "de-escalation", "stigma-reduction", and other feel-good BS that is getting our officers killed. Let's stop lipsynching, please! Let's meet violence with violence and get the job done."

It is horrifying to me that any officer of the law would call for active violence, and disregard the rights and safety that all citizens are entitled to under the law out of sheer annoyance. It is attitudes and views like those quoted above that prevent me from feeling safe around police officers. I have friends that are not white that I constantly worry about because of views such as quoted above. I feel very strongly that these views should absolutely not be tolerated in any job that is a service to the public. I respectfully urge that this be taken seriously, and looked into and dealt with appropriately for the sake and safety of **all** citizens of Arlington.

Thank you for taking the time to read this. I look forward to your response.

--
Alexander Collins

From: [Fred Ryan](#)
To: [Joan Roman](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) RE: Feedback for Town of Arlington
Date: Wednesday, October 31, 2018 2:47:47 PM

Interesting viewpoint.

From: Joan Roman [mailto:JRoman@town.arlington.ma.us]
Sent: Wednesday, October 31, 2018 9:33 AM
To: Adam Chapdelaine; FRyan@town.arlington.ma.us
Subject: Fwd: Feedback for Town of Arlington

passing along...

Joan Roman
Public Information Officer
Town of Arlington, MA
www.arlingtonma.gov
Like Us at:
<https://www.facebook.com/arlingtonma>
Follow us at:
[@arlingtonmagov](https://twitter.com/arlingtonmagov)

From: "Town of Arlington, MA" <do-not-reply@town.arlington.ma.us>
To: "Town of Arlington, MA" <webmaster@town.arlington.ma.us>
Date: 31 Oct 2018 05:26:40 -0500
Subject: Feedback for Town of Arlington

You have received this feedback from Tom Zajack <[REDACTED]> for the following page:

<https://www.arlingtonma.gov/departments/police>

It seems you all forgot what To Protect & Serve means. As I see it,to Protect the public means to kick the living snot out of any violent offender that is a threat to the public or a law enforcement officer. Shoot them on the spot if it's that kind of threat. To Serve, is to put your life on the line everyday 24/7. My friends, family & myself totally support officer Pedrini and his views. It's bad enough officers are treated like crap on a daily basis by low life POS & the media but it's shameful city officials & department commanders don't have a backbone and cave to lawless liberal jackass's. So if he gets fired, he is more than welcome to come to Oklahoma. We will be monitoring the situation and also prepared to offer him a better life & double the wages in the private sector.

From: [Adam Chapdelaine](#)
To: [Joan Roman](#)
Subject: (Archive Copy) Re: Fwd: Feedback for Town of Arlington
Date: Wednesday, October 31, 2018 10:24:43 AM

Thank you.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "Joan Roman" <JRoman@town.arlington.ma.us>
To: "Adam Chapdelaine" <achapdelaine@town.arlington.ma.us>, FRyan@town.arlington.ma.us
Date: Wed, 31 Oct 2018 09:33:18 -0400
Subject: Fwd: Feedback for Town of Arlington

passing along...

Joan Roman
Public Information Officer
Town of Arlington, MA
www.arlingtonma.gov
Like Us at:
<https://www.facebook.com/arlingtonma>
Follow us at:
[@arlingtonmagov](https://twitter.com/arlingtonmagov)

From: "Town of Arlington, MA" <do-not-reply@town.arlington.ma.us>
To: "Town of Arlington, MA" <webmaster@town.arlington.ma.us>
Date: 31 Oct 2018 05:26:40 -0500
Subject: Feedback for Town of Arlington

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From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: Fwd: Lt. Pedrini
Date: Tuesday, October 30, 2018 2:58:41 PM

Eric,

Thank you for writing to express your very legitimate concerns about Mr. Pedrini's comments. I'd like to share the statement that Chief Ryan and I just released regarding this matter:

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

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Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

I understand that there are more conversations to have and trust to rebuild, but I hope this demonstrates how seriously we are taking this.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Eric Cronin [REDACTED]
To: achapdelaine@town.arlington.ma.us
Date: Tue, 30 Oct 2018 14:07:58 -0400
Subject: Fwd: Lt. Pedrini

Hi Adam. I wanted to share the email I sent below to Chief Ryan regarding Lt. Pedrini's recent statements in The Sentinel. The fact that he characterizes his comments as "entertainment" is disturbing

(<http://www.wbur.org/news/2018/10/30/new-mass-police-organization-head-writing>). I'd like to highlight one of his comments below that I did not mention in my email to Chief Ryan:

"And now we have dedicated MBTA bus lanes to go along with the dedicated bike lanes. A warning to the Tour de France wanna-be's- Give the damn busses the right of way."

I really appreciate Arlington's steps towards increasing bike safety and ridership in this town. I bike to Alewife every morning because it's the quickest and most predictable way for me to get to Alewife. I'm not trying to win any awards or virtue signal - I'm just trying to get to and back from downtown Boston in under an hour. I would not commute by bike if I didn't feel the increased safety from the bike lanes and the Minuteman. From time to time I bike to Capitol Square and the area of Arlington Center where the dedicated bike lane drops off is a terrifying experience. After a few close calls there, I resolved to skip the whole area and instead ride on the Minuteman to Lake Street. Good to know where I stand with members of the APD when I am out there getting right-hooked by cars going into Kickstand.

After reading all of Lt. Pedrini's "entertainment" I really wonder who he does not have contempt for - the list seems pretty long and it cuts across a large swath of people who live in Arlington. What happens when these people for which he shows contempt need APD assistance and Lt. Pedrini is the one who shows up?

----- Forwarded message -----

From: **Eric Cronin** [REDACTED]

Date: Tue, Oct 30, 2018 at 10:49 AM

Subject: Lt. Pedrini

To: <fryan@town.arlington.ma.us>

Chief Ryan:

I am writing to you about the series of "Man on the Street" articles written by Lt. Rick Pedrini in The Sentinel. I think many of us have become hardened by the overwhelming amount of explosive political rhetoric that circulates these days, whether it be online in the media or even between people with different political viewpoints. For me, I find it to be exhausting. I have a six year old daughter and my wife and I work very hard to teach her respect, honesty and decency. She doesn't have to agree with everyone and people don't have to agree with her. That's not how life works.

I don't agree with any of Lt. Pedrini's comments in his Man on the Street articles. That's fine. Those are his opinions which he has a constitutional right to express. I was born and raised in Massachusetts - none of this is new to me.

What concerns me is his anger and how that currently plays out or will play out in his role as a police officer in Arlington. I am struck both by his advocacy for violence and the sheer thrill and excitement he seems to get in talking about it. He describes himself as "sick and tired." More precisely, he's "sick and tired" of "restraint", "measured responses" and "de-escalation" because these policies are "feel good BS that is getting our officers killed." He thinks the solution is to "meet violence with violence." I just think he likes violence and wants to engage in it.

I know that you have been made aware of Lt. Pedrini's articles from your public comments and that you intend to "take immediate measures to address the situation" and I hope that it is addressed in a meaningful way.

(https://www.masslive.com/news/index.ssf/2018/10/lets_meet_violence_with_violent.html)

Thanks,

Eric Cronin
121 Mount Vernon

From: [Adam Chapdelaine](#)
To: [Joan Roman](#)
Subject: (Archive Copy) Re: Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 2:49:09 PM

Refer them to me.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: "Joan Roman" <JRoman@town.arlington.ma.us>
To: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 14:36:38 -0400
Subject: Re: Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

Before I ship this to Town Notice and social, I think we should give staff a little heads up. How should they field calls?

Joan Roman
Public Information Officer
Town of Arlington, MA
www.arlingtonma.gov
Like Us at:
<https://www.facebook.com/arlingtonma>
Follow us at:
[@arlingtonmagov](https://twitter.com/arlingtonmagov)

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Joan Roman" <JRoman@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 14:25:27 -0400
Subject: Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

here it is. If you can send me a link once you get this on the website, I'll use it to share with those pinging me on social media.

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

.

From: John Guilfoil <john@jgpr.net>
To: "" <achapdelaine@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 18:23:52 +0000
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

Display problems? [Open this email in your web browser.](#)

Town of Arlington
Adam Chapdelaine, Town
Manager
112 Mystic Street
Arlington, MA 02474



Arlington Police
Department
Frederick Ryan, Chief of
Police

112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

Statements of Arlington Town

Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

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Pedrini, who has been employed by the Arlington Police Department since 1996.

###

A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003



From: [Christine Bongiorno](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 3:13:53 PM

Got it, thanks!

Christine Bongiorno, MPH
Director of Health and Human Services
Town of Arlington
27 Maple Street
Arlington, MA 02476
(781)316-3170
www.arlingtonma.gov/hhs

From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Christine Bongiorno" <CBongiorno@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 15:04:36 -0400
Subject: Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

Here is our statement

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: John Guilfoil <john@jgpr.net>
To: "" <achapdelaine@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 18:32:23 +0000
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

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Town of Arlington
Adam Chapdelaine, Town
Manager
112 Mystic Street
Arlington, MA 02474



Arlington Police
Department
Frederick Ryan, Chief of
Police
112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

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Phone: 617-993-0003
Email: john@jgpr.net

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A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003



From: [Joan Roman](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 2:34:28 PM

<https://www.arlingtonma.gov/Home/Components/News/News/8969/16?backlist=%2fhome>

Joan Roman
Public Information Officer
Town of Arlington, MA
www.arlingtonma.gov
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<https://www.facebook.com/arlingtonma>
Follow us at:
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From: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
To: "Joan Roman" <JRoman@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 14:25:27 -0400
Subject: Fwd: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

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Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: John Guilfoil <john@jgpr.net>
To: "" <achapdelaine@town.arlington.ma.us>
Date: Tue, 30 Oct 2018 18:23:52 +0000
Subject: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

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Town of Arlington
Adam Chapdelaine, Town
Manager
112 Mystic Street

Arlington, MA 02474



Arlington Police
Department

Frederick Ryan, Chief of
Police

112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

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Manager Adam Chapdelaine and Police
Chief Frederick Ryan**

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A message from the Arlington Police Department

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John Guilfoil Public Relations LLC
8 Prospect St.
Georgetown, MA 01833
617-993-0003



From: [Adam Chapdelaine](#)
To: [REDACTED] fryan@town.arlington.ma.us
Cc: RFlynn@town.arlington.ma.us; JCurro@town.arlington.ma.us; DDunn@town.arlington.ma.us; KGreeley@town.arlington.ma.us; JHurd@town.arlington.ma.us; DMahon@town.arlington.ma.us
Subject: (Archive Copy) Re: Mr. Pedrini
Date: Wednesday, October 31, 2018 9:18:34 AM

Jeff,

Thank you for writing to me in regard to this matter. We are taking this issue very seriously, and as you may be aware, we have placed Mr. Pedrini on leave while we further investigate.

We need to allow for due process while also acknowledging the valid concerns of residents and visitors to Arlington.

I can assure you that Chief Ryan will continue to hold the department and its officers to the highest standard and will make it abundantly clear that Arlington's commitment to community policing remains firmly in place.

Best,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Jeff Grove <[REDACTED]>
To: fryan@town.arlington.ma.us, achapdelaine@town.arlington.ma.us
Cc: RFlynn@town.arlington.ma.us, JCurro@town.arlington.ma.us, DDunn@town.arlington.ma.us, KGreeley@town.arlington.ma.us, JHurd@town.arlington.ma.us, DMahon@town.arlington.ma.us
Date: Wed, 31 Oct 2018 08:44:23 -0400
Subject: Mr. Pedrini

Mr. Chapdelaine and Chief Ryan,

I'll be brief. Mr. Pedrini is not the kind of person we want policing Arlington. Let's have him fully gone, please.

With regards,
Jeff Grove

From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: Pedrini
Date: Wednesday, October 31, 2018 6:07:08 AM

Julia,

Thank you for writing to me in regard to this matter. We are taking this issue very seriously, and as such, we have placed Mr. Pedrini on leave while we further investigate.

We need to allow for due process while also acknowledging the valid concerns of residents and visitors to Arlington.

Best,
Adam

Sent from my iPhone

> On Oct 30, 2018, at 8:51 PM, Julia Rafferty <[REDACTED]> wrote:
>
> Mr. Achapdelainle, I do not live in Arlington, but I live near Arlington and have friends and family who do live in Arlington. The viewpoints expressed by Pedrini are at best inappropriate and at worst racist, hostile, willfully ignorant, and antagonistic to the people he has pledged to protect and serve. Imagining this individual on the streets, leading other police officers and interacting with citizens of Arlington, is terrifying. I used to work with citizens of Arlington and the surrounding area who experience significant mental health issues that could compromise their ability to blend in with higher functioning individuals of Arlington. Were they to come across with police officers like Pedrini, they would almost certainly face inappropriate and excessive interaction with the justice system if not death. Police should not have a view point that they are the enemy of the people. Police should not be biased in the way they choose to protect and serve people. People should not give preferential nor diminished service to people based on their opinions of their political viewpoints. While police interact with people who are, or appear to be, breaking the law, they are not the arbitrators of the kind of justice that person should receive for their behaviors, and should conduct themselves as such. By no means should you employ somebody who sees himself as an enemy of people, and to meet these people with violence. I implore you, I beg you, do not employ this individual in your town. Keep the people of Arlington safe.
>
> Thank you,
> Julia Rafferty

From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: Police Officer Pedrini
Date: Wednesday, October 31, 2018 9:19:39 AM

Patrick,

Thank you for writing to me in regard to this matter. We are taking this issue very seriously, and as you may be aware, we have placed Mr. Pedrini on leave while we further investigate.

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I can assure you that Chief Ryan will continue to hold the department and its officers to the highest standard and will make it abundantly clear that Arlington's commitment to community policing remains firmly in place.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Patrick Stanton <[REDACTED]>
To: achapdelaine@town.arlington.ma.us
Date: Wed, 31 Oct 2018 08:47:07 -0400
Subject: Police Officer Pedrini

Dear Mr. Chapdelaine,

I hope this email finds you well. In recent days there have been reports of a local Arlington police officer, Richard Pedrini, who was found to be spreading hateful content in a news magazine for other officers. The comments of Mr Pedrini's writings are awful, plain and simple. You obviously have the original content available so I won't paste it here.

I hope the town of Arlington does the right thing and fires Mr. Pedrini. His comments are distressing for numerous reasons, the most obvious of which is his current position as a cop. There is a blurry line between free speech and hateful rhetoric but Mr. Pedrini clearly crossed it.

Policing in America has undergone radical shifts in recent years, with more scrutiny placed on police officers. Is this fair? Maybe not, but police willingly choose to enter into this career and they must accept the burdens that come with it or find another job. We of course should keep police officers safe so they can do their job. But we should also ensure that police officers are not malicious in their use of power while wearing a uniform.

I've never had cause to interact with an Arlington police officer in any manner, positive or negative. But I hope residents who must interact with the police force, whether willingly or unwillingly, are treated fairly.

Thank you for taking the time to read my email.

- Patrick Stanton
Resident of Arlington

From: [Adam Chapdelaine](#)
To: [REDACTED] [JCurro@town.arlington.ma.us](#); [DDunn@town.arlington.ma.us](#); [KGreeley@town.arlington.ma.us](#); [JHurd@town.arlington.ma.us](#); [DMahon@town.arlington.ma.us](#); [fryan@town.arlington.ma.us](#)
Subject: (Archive Copy) Re: Regarding Lt. Pedrini
Date: Wednesday, October 31, 2018 9:17:44 AM

Sasha,

Thank you for writing to me in regard to this matter. We are taking this issue very seriously, and as you mentioned, we have placed Mr. Pedrini on leave while we further investigate.

We need to allow for due process while also acknowledging the valid concerns of residents and visitors to Arlington.

I can assure you that Chief Ryan will continue to hold the department and its officers to the highest standard and will make it abundantly clear that Arlington's commitment to community policing remains firmly in place.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Sasha Hayes-Rusnov [REDACTED]
To: [JCurro@town.arlington.ma.us](#), [DDunn@town.arlington.ma.us](#), [KGreeley@town.arlington.ma.us](#), [JHurd@town.arlington.ma.us](#), [DMahon@town.arlington.ma.us](#), [achapdelaine@town.arlington.ma.us](#), [fryan@town.arlington.ma.us](#)
Date: Wed, 31 Oct 2018 08:07:25 -0400
Subject: Regarding Lt. Pedrini

Dear Mr. Chapdelaine, Chief Ryan, and members of the Select Board,

I write to express my concern with certain statements made by Lt. Pedrini of the APD in the most recent issue of The Sentinel. I understand fully that Lt. Pedrini's statements in that article did not represent the views of the APD or the Town of Arlington, and I appreciate the statements by Chief Ryan and Mr. Chapdelaine to that effect.

While Lt. Pedrini is entitled to his opinion regarding the best direction for policing policy in your town and the Commonwealth, as well as his frustration with the challenges of policing in a political environment, his call to "forget about 'restraint', 'measured responses', 'procedural justice', 'de-escalation', 'stigma-reduction', and other feel-good BS" and "meet violence with violence" raises questions about his current fitness for duty within your police department. I am encouraged by your swift action to investigate this matter, and hope that you will ensure that the APD fosters a culture in which regard for human life and justice remain priorities, as they must be for all of our law enforcement departments.

Thank you for your time and your public service.

Sincerely,

Sasha Hayes-Rusnov
New Haven, CT



Virus-free. www.avast.com

From: [REDACTED]
Cc: [REDACTED]
Subject: achapdelaine@town.arlington.ma.us
Date: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Tuesday, October 30, 2018 2:19 51 PM

Well I have thoughts here of course. Its legitimate for Rick to be frustrated about the officer deaths that he discusses in the article. But I am startled that there is any professional publication that would allow an editorial that uses this language and assumes the audience is of one mind about politics. So I think the problem here is systemic and not just with Officer Pedrini. I am more concerned about the second to last paragraph of the first of his columns than anything else in the article. The question I would ask Chief Ryan is is there anything in Rick's disciplinary record that indicates that this is more than venting?

my two cents,

Annie

On 10/30/18 12:57 PM, Greg Christiana wrote:

Fellow Town Meeting Members,

I was alarmed to read the following news this morning, especially in light of the violent escalations in recent weeks across the country:

'Let's meet violence with violence:' Mass Police Association executive Rick Pedrini rails against restraint and de-escalation

https://www.masslive.com/news/index.ssf/2018/10/lets_meet_violence_with_violen.html

It describes articles in a police association newsletter that can be found at:

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I have every confidence in Chief Ryan, and to confirm that my confidence is well-placed, I intend to meet with the Chief in person tomorrow or at the earliest we can arrange. Let me know if you're interested in joining me, to let it be known unequivocally that the elected representatives of Arlington will not stand for such an irresponsible escalation of tensions and a call for violence from those who've sworn to keep the peace.

Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From: [REDACTED]
[REDACTED]
[REDACTED]
Subject: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 5:17:45 PM

Dear Greg et al

Too often words are not backed up by action. I want to applaud Adam Chaplaine and Chief Ryan for backing up their words by immediately relieving Officer Pedrini from duty on the Arlington Police Force, pending further investigation. And thank you Greg for calling the writings and beliefs of the Officer Pedrini to my attention.

BethAnn Friedman

On Oct 30, 2018, at 2:38 PM, Greg Christiana [REDACTED] wrote:

This is now on the front page of the Advocate website (<http://arlington.wickedlocal.com/>):

<http://arlington.wickedlocal.com/news/20181030/arlington-police-lieutenant-publishes-columns-calling-for-police-violence-against-offenders>

Excerpt:

The "Man on the Street" column is an opinion column, MPA Executive Director Jim Machado told The Advocate. He added that sometimes the column can be "satirical" and believes that to be the case with Pedrini's column.

I'm speechless at the cowardice to hide behind an excuse that's so inadequate and disingenuous that it too is offensive. To Annie's point, if this passes as acceptable to the audience of that newsletter, then there's a much larger problem here.

-Greg

On Tue, Oct 30, 2018 at 2:19 PM Annie LaCourt [REDACTED] wrote:

Well I have thoughts here of course. Its legitimate for Rick to be frustrated about the officer deaths that he discusses in the article. But I am startled that there is any professional publication that would allow an editorial that uses this language and assumes the audience is of one mind about politics. So I think the problem here is systemic and not just with Officer Pedrini. I am more concerned about the second to last paragraph of the first of his columns than anything else in the article. The question I would ask Chief Ryan is is there anything in Rick's disciplinary record that indicates that this is more than venting?

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Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From: [REDACTED]
To: [REDACTED] AChapdelaine@town.arlington.ma.us
Cc: [REDACTED]

Subject: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 5:33:50 PM

greg, I agree with you and let me know when the meetings are to take place
frank

-----Original Message-----

From: Greg Christiana [REDACTED]
To: AChapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Joseph A. Curro, Jr. [REDACTED] Dunn, Daniel J. [REDACTED] Juli Brazile
[REDACTED] Jane P. Morgan [REDACTED] Kirsi Allison-Ampe [REDACTED] Annie
LaCourt [REDACTED] Clarissa Rowe [REDACTED] Naomi Greenfield
[REDACTED] BethAnn Friedman [REDACTED] Amy Speare
[REDACTED] Frank J. Ciano [REDACTED] Steve Liggett [REDACTED] Timur
Kaya Yontar < [REDACTED] Greg Dennis [REDACTED] Kate Leary < [REDACTED] Lauren
Ledger < [REDACTED] Genna Reeder < [REDACTED] Daniel FB Ruiz
[REDACTED] rachelleldobbs [REDACTED] Juliet Moir [REDACTED]

Sent: Tue, Oct 30, 2018 3:53 pm

Subject: Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Adam, thank you for acting quickly to resolve this breach of public trust.

Some folks have responded about joining a meeting with Chief Ryan. Given the officer's relief from duty and the volatile lead-up to next week's elections, I think it's best if we allow Chief Ryan some time to work this out. That said, we cannot simply forget that this happened as we have trust to rebuild and questions we need answered. So, I'd like to meet with Chief Ryan next week after the election so that there's time for everyone to reflect on this disturbing situation. I plan to attend with the MA Chapter Leader of Moms Demand Action for Gun Sense in America (my wife, Angela) who's worked with law enforcement on the recent passage of [ERPO](#) in MA. If anyone else is interested in joining, let me know.

I'm so grateful to live in a community that is so alert, engaged, and responsive.

Thanks,
Greg

On Tue, Oct 30, 2018 at 2:32 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
| Greg,

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Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department.

Pedrini has been relieved of duty and placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The town leaders release the following statements to the public:

Town Manager Chapdelaine

"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by

Richard Pedrini in the Massachusetts Police Association newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

Best,

Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010



ma.us

Date: Tue, 30 Oct 2018 12:57:02 -0400

Subject: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Fellow Town Meeting Members,

I was alarmed to read the following news this morning, especially in light of the violent escalations in recent weeks across the country:

'Let's meet violence with violence:' Mass Police Association executive Rick Pedrini rails against restraint and de-escalation

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Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From:

[REDACTED]
[REDACTED] AChapdelaine@town.arlington.ma.us [REDACTED]
[REDACTED]

Subject:

(Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Date: Tuesday, October 30, 2018 6:31:00 PM

Thank you, all. I will continue to stay plugged in via the Manager.

Needless to say, I am very upset and feeling disappointed and -- frankly -- let down by someone whom I have heretofore found to be very approachable, whose family I know, and with whom I participated in an all-day AHRC training session around 11 years ago when I chaired the Commission.

This is a terrible counterpoint to a wonderful celebration at the AYCC Gala on Friday night, which was attended by hundreds of Arlington residents and many law enforcement officials. Chief Ryan accepted an award on behalf of the men and women of the APD, specifically citing the Department's work on restorative justice, de-escalation training, Arlington's humane approach to the opioid epidemic, and APD's employment of a clinician and partnership with Health and Human Services and others to help address mental health needs in our community.

APD, in partnership with Sheriff Koutoujian, spends a lot of time on de-escalation training. I have had the privilege of attending one of these trainings, which utilize very realistic computer-controlled video simulations and -- in some cases -- use of live rounds when de-escalation tactics are exhausted. I walked away with a better appreciation for just how difficult it is to make split-second life-and-death decisions and how incredibly important such training is for avoiding mistakes and keeping police officers and other involved parties safe. I have to think that a greater emphasis on training like this would help to avoid some of the tragedies we have seen around the country over the past years. Along with my other feelings, I am saddened to see such work devalued.

A difficult day to cap a difficult week.

Joe

On Tue, Oct 30, 2018 at 5:33 PM [REDACTED] wrote:

greg, I agree with you and let me know when the meetings are to take place
frank

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From: Greg Christiana [REDACTED]
To: AChapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Joseph A. Curro, Jr. [REDACTED]; Dunn, Daniel J. [REDACTED]; Juli Brazile [REDACTED]; Jane P. Morgan [REDACTED]; Kirsi Allison-Ampe [REDACTED]; Annie LaCourt [REDACTED]; Clarissa Rowe [REDACTED]; Naomi Greenfield [REDACTED]; BethAnn Friedman [REDACTED]; Amy Speare [REDACTED]; Frank J. Ciano [REDACTED]; Steve Liggett [REDACTED]; Timur Kaya Yontar [REDACTED]; Greg Dennis [REDACTED]; Kate Leary [REDACTED]; Lauren Ledger [REDACTED]; Ginna Reeder [REDACTED]; Daniel FB Ruiz [REDACTED]; Juliet Moir [REDACTED]; rachelledobbs [REDACTED]

Sent: Tue, Oct 30, 2018 3:53 pm

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Greg Christiana
Town Meeting Member, Precinct 15

From: Adam Chapdelaine
To: [REDACTED]
Subject: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 7:01:31 PM

Thank you, Joe. Very well said.

Sent from my iPhone

On Oct 30, 2018, at 6:31 PM, Joseph A. Curro, Jr. [REDACTED] wrote:

Thank you, all. I will continue to stay plugged in via the Manager.

Needless to say, I am very upset and feeling disappointed and -- frankly -- let down by someone whom I have heretofore found to be very approachable, whose family I know, and with whom I participated in an all-day AHRC training session around 11 years ago when I chaired the Commission.

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"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
[730 Massachusetts Avenue](http://730MassachusettsAvenue)
[Arlington, MA 02476](http://Arlington.MA.02476)
[\(781\) 316-3010](tel:(781)316-3010)


arlington.ma.us

Date: Tue, 30 Oct 2018 12:57:02 -0400

Subject: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Fellow Town Meeting Members,

I was alarmed to read the following news this morning, especially in light of the violent escalations in recent weeks across the country:

'Let's meet violence with violence:' Mass Police Association executive Rick Pedrini rails against restraint and de-escalation

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Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From:

Cc:

AChapdelaine@town.arlington.ma.us:

Subject:
Date:

(Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Wednesday, October 31, 2018 12:10:12 PM

Joe, thanks for the perspective.

Before yesterday, I'd never felt unsafe in Arlington, in large part due to my positive impression of our law enforcement as a strong ally aligned with our community values. Everything I've heard from and about Chief Ryan has reinforced this impression. But my sense of confidence and security is shaken by the hostile and antagonist views expressed by Lieutenant Pedrini, as if a dam of verbal restraint has broken, no doubt given license by the dangerous rhetoric from our national politics. While individuals have a First Amendment right to voice such views, they have no such right to serve in law enforcement in our community.

If we're going to restore confidence in our law enforcement's ability to keep us safe rather than posing a threat, we need to have a better handle on how prevalent Lieutenant Pedrini's hostile and violent views are within our law enforcement community. My deep apprehension since yesterday stems from having no idea at the moment whether this hostile sentiment is isolated or widespread. And this is what I'd like to raise with Chief Ryan as the start of an ongoing dialogue. Clearly Lieutenant Pedrini believed that he had a receptive audience for his hostile and antagonistic views that he published in the newsletter, and so I'd like to know how widely this venom has spread and what we can do to reverse it. I don't pretend to know how to address this, but I do know that it's going to take humility, courage, and wisdom from everyone involved. In this adversity we must find and embrace the opportunity.

-Greg

On Tue, Oct 30, 2018 at 6:30 PM Joseph A. Curro, Jr. [REDACTED] wrote:
Thank you, all. I will continue to stay plugged in via the Manager.

Needless to say, I am very upset and feeling disappointed and -- frankly -- let down by someone whom I have heretofore found to be very approachable, whose family I know, and with whom I participated in an all-day AHRC training session around 11 years ago when I chaired the Commission.

This is a terrible counterpoint to a wonderful celebration at the AYCC Gala on Friday night, which was attended by hundreds of Arlington residents and many law enforcement officials. Chief Ryan accepted an award on behalf of the men and women of the APD, specifically citing the Department's work on restorative justice, de-escalation training, Arlington's humane approach to the opioid epidemic, and APD's employment of a clinician and partnership with Health and Human Services and others to help address mental health needs in our community.

APD, in partnership with Sheriff Koutoujian, spends a lot of time on de-escalation training. I have had the privilege of attending one of these trainings, which utilize very realistic computer-controlled video simulations and -- in some cases -- use of live rounds when de-escalation tactics are exhausted. I walked away with a better appreciation for just how difficult it is to make split-second life-and-death decisions and how incredibly important such training is for avoiding mistakes and keeping police officers and other involved parties safe. I have to think that a greater emphasis on training like this would help to avoid some of the tragedies we have seen around the country over the past years. Along with my other feelings, I am saddened to see such work devalued.

A difficult day to cap a difficult week.

Joe

On Tue, Oct 30, 2018 at 5:33 PM [REDACTED] wrote:
greg, I agree with you and let me know when the meetings are to take place
frank

-----Original Message-----

From: Greg Christiana [REDACTED] >
To: AChapdelaine <AChapdelaine@town.arlington.ma.us>
Cc: Joseph A. Curro, Jr. [REDACTED] >; Dunn, Daniel J. [REDACTED] >; Juli Brazile
[REDACTED]; Jane P. Morgan [REDACTED] >; Kirsi Allison-Ampe [REDACTED] >; Annie
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Ledger [REDACTED] >; Ginna Reeder [REDACTED] >; Daniel FB Ruiz
[REDACTED]; rachelleldobbs [REDACTED] >; Juliet Moir [REDACTED] >

Sent: Tue, Oct 30, 2018 3:53 pm

Subject: Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Adam, thank you for acting quickly to resolve this breach of public trust.

Some folks have responded about joining a meeting with Chief Ryan. Given the officer's relief from duty and the volatile lead-up to next week's elections, I think it's best if we allow Chief Ryan some time to work this out. That said, we cannot simply forget that this happened as we have trust to rebuild and questions we need answered. So, I'd like to meet with Chief Ryan next week after the election so that there's time for everyone to reflect on this disturbing situation. I plan to attend with the MA Chapter Leader of Moms Demand Action for Gun Sense in America (my wife, Angela) who's worked with law enforcement on the recent passage of [ERPO](#) in MA. If anyone else is interested in joining, let me know.

I'm so grateful to live in a community that is so alert, engaged, and responsive.

Thanks,
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On Tue, Oct 30, 2018 at 2:32 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

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[REDACTED] ma.us

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From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribeagainst restraint and de-escalation
Date: Tuesday, October 30, 2018 2:32:03 PM

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rachelleddobbs [REDACTED]

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From: [REDACTED]
Subject: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 2:38:28 PM achapdelaine@town.arlington.ma.us

This is now on the front page of the Advocate website (<http://arlington.wickedlocal.com/>):

<http://arlington.wickedlocal.com/news/20181030/arlington-police-lieutenant-publishes-columns-calling-for-police-violence-against-offenders>

Excerpt:

The "Man on the Street" column is an opinion column, MPA Executive Director Jim Machado told The Advocate. He added that sometimes the column can be "satirical" and believes that to be the case with Pedrini's column.

I'm speechless at the cowardice to hide behind an excuse that's so inadequate and disingenuous that it too is offensive. To Annie's point, if this passes as acceptable to the audience of that newsletter, then there's a much larger problem here.

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On Tue, Oct 30, 2018 at 2:19 PM Annie LaCourt [REDACTED] wrote:

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From: [REDACTED]
To: [Adam Chapdelaine](#); [REDACTED]
Subject: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 2:38:53 PM

Well that answers the question. I'm glad we are able to relieve Officer Pedrini of duty pending review. ty, Annie

On 10/30/18 2:32 PM, Adam Chapdelaine wrote:

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From: [REDACTED]
Subject: [REDACTED] (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 2:44:39 PM achapdelaine@town.arlington.ma.us

Thanks to all who are addressing this. I can't agree that the opinion piece is satire or should be taken that way. It reads like bloodthirsty rage, which isn't appropriate for someone in a position of authority.

Greg, if a followup meeting with Chief Ryan is needed, I'm pretty available.

Juli

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From: [REDACTED]
[REDACTED]
Subject: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 3:16:29 PM chapdelaine@town.arlington.ma.us

Thanks, Greg. I believe that Captain Ryan and Adam Chapdelaine have taken the appropriate action. Let's hope that Officer Pedrini gets the help he needs. Clarissa

Sent from my iPhone

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"Jane P. Morgan" [REDACTED] Annie LaCourt <[REDACTED]> Clarissa Rowe [REDACTED] Kirsi Allison-Ampe [REDACTED]
BethAnn Friedman [REDACTED] Naomi Greenfield [REDACTED] "Frank J. Ciano" [REDACTED] Amy Speare [REDACTED]
Timur Kaya Yontar [REDACTED] Lauren Ledger [REDACTED] Steve Liggett [REDACTED] Kate Leary [REDACTED]
Daniel FB Ruiz [REDACTED] rachelleldobbs [REDACTED] Ginna Reeder [REDACTED] Juliet Moir [REDACTED]

Cc: achapdelaine@town.arlington.ma.us

Date: Tue, 30 Oct 2018 12:57:02 -0400

Subject: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Fellow Town Meeting Members,

I was alarmed to read the following news this morning, especially in light of the violent escalations in recent weeks across the country:

'Let's meet violence with violence:' Mass Police Association executive Rick Pedrini rails against restraint and de-escalation

https://www.masslive.com/news/index.ssf/2018/10/lets_meet_violence_with_violent.html

It describes articles in a police association newsletter that can be found at:

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I called the Arlington Police Department this morning to confirm that Rick Pedrini is an active police officer in our town. Chief Ryan commented in the article that he's looking into the issue.

I have every confidence in Chief Ryan, and to confirm that my confidence is well-placed, I intend to meet with the Chief in person tomorrow or at the earliest we can arrange. Let me know if you're interested in joining me, to let it be known unequivocally that the elected representatives of Arlington will not stand for such an irresponsible escalation of tensions and a call for violence from those who've sworn to keep the peace.

Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From: Adam Chapdelaine
To: [REDACTED]
Cc: [REDACTED]
Subject: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribeagainst restraint and de-escalation
Date: Tuesday, October 30, 2018 4:09:22 PM

Greg,

Thank you for your understanding and support on this. I agree that there is much work to do, but I appreciate your willingness to delay a further discussion until next week. I'm happy to be part of that discussion as well.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Greg Christiana [REDACTED]
To: AChapdelaine@town.arlington.ma.us
Cc: "Joseph A. Curro, Jr." [REDACTED] "Dunn, Daniel J." [REDACTED] Juli Brazile
[REDACTED] "Jane P. Morgan" [REDACTED] Kirsi Allison-Ampe [REDACTED]
Annie LaCourt [REDACTED] Clarissa Rowe [REDACTED] Naomi Greenfield
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Kaya Yontar [REDACTED] Greg Dennis [REDACTED] Kate Leary <[REDACTED]> Lauren
Ledger [REDACTED] Ginna Reeder [REDACTED] Daniel FB Ruiz
[REDACTED] rachelledobbs [REDACTED] Juliet Moir [REDACTED]

Date: Tue, 30 Oct 2018 15:53:08 -0400
Subject: Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

Adam, thank you for acting quickly to resolve this breach of public trust.

Some folks have responded about joining a meeting with Chief Ryan. Given the officer's relief from duty and the volatile lead-up to next week's elections, I think it's best if we allow Chief Ryan some time to work this out. That said, we cannot simply forget that this happened as we have trust to rebuild and questions we need answered. So, I'd like to meet with Chief Ryan next week after the election so that there's time for everyone to reflect on this disturbing situation. I plan to attend with the MA Chapter Leader of Moms Demand Action for Gun Sense in America (my wife, Angela) who's worked with law enforcement on the recent passage of [ERPO](#) in MA. If anyone else is interested in joining, let me know.

I'm so grateful to live in a community that is so alert, engaged, and responsive.

Thanks,
Greg

On Tue, Oct 30, 2018 at 2:32 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:
Greg,

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ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police

Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department.

Pedrini has been relieved of duty and placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

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"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

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"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

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Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
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From: Greg Christiana [REDACTED]
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Cc: achapdelaine@town.arlington.ma.us

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Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From: [REDACTED]
To: [Adam Chapdelaine](#)
Cc: [REDACTED]

Subject: (Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 4:23:44 PM

Hi all,

Here's the official statement from the AHRC:

"The AHRC was appalled to read the recent writings of Arlington Police Lieutenant Rick Pedrini in the non-profit Massachusetts Police Association's newsletter, The Sentinel. His derogatory language about many groups of people who are represented in Arlington is frightening, disturbing and endangers the safety of all Arlington residents. These statements are in complete opposition to the mission of the Arlington Police Department (APD) and are detrimental to the incredibly positive and forward-thinking work that we have seen from APD under Chief Fred Ryan's leadership. We have been in contact with Town Manager Chapdelaine and Chief Ryan about this and are pleased and unsurprised that they are taking this very seriously.

As Lieutenant Pedrini's words about groups of people are not reflective of individuals in those groups, we would like to emphasize that a single officer's hateful language is not representative of the many officers in the APD who work tirelessly to build community trust and provide the safety and security that we all rely on in Arlington. The AHRC looks forward to working with the APD and the Town to address this specific incident and to find more ways to make Arlington a safe and inclusive community for all."

On Tue, Oct 30, 2018 at 4:09 PM Adam Chapdelaine <AChapdelaine@town.arlington.ma.us> wrote:

Greg,

Thank you for your understanding and support on this. I agree that there is much work to do, but I appreciate your willingness to delay a further discussion until next week. I'm happy to be part of that discussion as well.

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Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Greg Christiana <[REDACTED]>
To: AChapdelaine@town.arlington.ma.us
Cc: "Joseph A. Curro, Jr." <[REDACTED]>, "Dunn, Daniel J." <[REDACTED]>, Juli Brazile <[REDACTED]>, "Jane P. Morgan" <[REDACTED]>, Kirsy Allison-Ampe <[REDACTED]>, Annie LaCourt <[REDACTED]>, Clarissa Rowe <[REDACTED]>, Naomi Greenfield <[REDACTED]>, BethAnn Friedman <[REDACTED]>, Amy Speare <[REDACTED]>, "Frank J. Ciano" <[REDACTED]>, Steve Liggett <[REDACTED]>, Timur Kaya Yontar <[REDACTED]>, Greg Dennis <[REDACTED]>, Kate Leary <[REDACTED]>, Lauren Ledger <[REDACTED]>, Ginna Reeder <[REDACTED]>, Daniel FB Ruiz <[REDACTED]>, [REDACTED] <[REDACTED]>, Juliet Moir <[REDACTED]>, [REDACTED] <[REDACTED]>
Date: Tue, 30 Oct 2018 15:53:08 -0400
Subject: Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation

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Thanks,
Greg

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Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Greg Christiana [REDACTED]
To: "Joseph A. Curro, Jr." [REDACTED], "Dunn, Daniel J." [REDACTED] Juli Brazile [REDACTED]
[REDACTED], "Jane P. Morgan" [REDACTED], Kirsi Allison-Ampe [REDACTED]
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Cc: achapdelaine@town.arlington.ma.us

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Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From:

Cc:

Subject:
Date:

(Archive Copy) Re: Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Tuesday, October 30, 2018 2:10:55 PM

Adam Chapdelaine

Hi all,

Thanks so much for your note, Greg. Just FYI, the AHRC is well aware of it and has been in touch with the town and the APD. We are drafting a statement and suggestions of next steps right now.

I'm really sorry that anyone had to read such vile words from a member of our community. There is so much hate out there, and the AHRC is doing everything we can to stay on top of these issues as they arise. The APD is also reeling from this and taking it very seriously, I can assure you.

Thanks again,
Naomi Greenfield
Co-Chair, Arlington Human Rights Commission
Town Meeting Member, Precinct 15

On Tue, Oct 30, 2018 at 12:57 PM Greg Christiana [REDACTED] wrote:
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Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From: [Fred Ryan](#)
To: [REDACTED] achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) RE: Rick Pedrini
Date: Wednesday, October 31, 2018 2:22:02 PM

Ms. Ehlert - Thank you for writing about this matter. We are taking this matter very seriously and as such, we have relieved Mr. Pedrini of his duties while we further investigate. We have moved swiftly and certainly and we have issued a public statement strongly denouncing his comments. Our commitment to the delivery of fair and impartial police services is unwavering.

I have been in contact with the Arlington Human Rights Commission about next steps and potential training opportunities for the balance of our officers. That said, it is well documented that APD is a leader in community policing and with our efforts to provide police services to those struggling with mental illness and/or substance disorder. I have full faith that the overwhelming majority of the Arlington officers are kind and caring people who value the dignity of life.

Thank you again for writing and please do not hesitate to contact me if you have further questions or concerns.

Best,
Fred R

From: Anne Ehlert [REDACTED]
Sent: Wednesday, October 31, 2018 9:35 AM
To: fryan@town.arlington.ma.us; achapdelaine@town.arlington.ma.us
Subject: Rick Pedrini

Hi,

I wanted to thank you for your statement regarding Rick Pedrini's recent column in the Sentinel, and the promise to take swift and decisive action. I have had a very positive view of the Arlington Police, and its actions and hope he is an aberration.

But I can't help but be concerned - for him to write that article, he must have felt the support of other officers elsewhere - are there others in Arlington that share some of these beliefs? Weren't there signs of his views before the article was written? What can be done to address these types of attitudes and find unity between the needs of the force and the community ?

In addition to the obvious concerns over the promotion of violence and his views of other human beings, the lack of respect of democratic principals, activists, and certain politicians is concerning. My father in law was a police officer, and I believe people can support the police and understand most are heroes who risk their lives to protect us, and also support Black Lives Matter, Elizabeth Warren, humane criminal justice views, etc.

Anne Ehlert
Town Meeting Member Precinct 21

From: [Adam Chapdelaine](#)
To: [Fred Ryan](#)
Subject: (Archive Copy) Re: Statement of Arlington Police Chief Frederick Ryan
Date: Monday, October 29, 2018 8:34:30 PM

I like it. Right to the point and no hedging.

Sent from my iPhone

On Oct 29, 2018, at 8:29 PM, Fred Ryan <FRyan@town.arlington.ma.us> wrote:

draft

From: John Guilfoil <john@jgpr.net>
To: Fred Ryan <FRyan@town.arlington.ma.us>
Date: Mon, 29 Oct 2018 20:26:48 -0400
Subject: Fwd: Statement of Arlington Police Chief Frederick Ryan

Here is a draft

John Guilfoil
Principal

JGPR - John Guilfoil Public Relations LLC

8 Prospect St.
Georgetown, MA 01833

617-993-0003 (o)
781-752-9877 (c)

<http://jgpr.net>
@johnguilfoil
@guilfoilpr

----- Forwarded message -----

From: **John Guilfoil** <john@jgpr.net>
Date: Mon, Oct 29, 2018 at 8:26 PM
Subject: Statement of Arlington Police Chief Frederick Ryan
To: <john@jgpr.net>

Display problems? [Open this email in your web browser.](#)

Arlington Police Department

**Frederick Ryan, Chief of
Police**

112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Monday, Oct. 29, 2018
Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

Statement of Arlington Police Chief Frederick Ryan

ARLINGTON -- Chief Frederick Ryan releases the following statement to the public:

"I have been made aware of remarks written in the newsletter of an independent advocacy group, the Massachusetts Police Association, by a member of the Arlington Police Department.

"The remarks, written by Lt. Rick Pedrini, who has become a leader in the Massachusetts Police Association, do not reflect the values, morals or mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks and will be speaking with the Town Manager and Arlington labor counsel to determine the appropriate response to this matter."

###

A message from the Arlington Police Department

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Distributed By:
John Guilfoil Public Relations LLC
8 Prospect St.

Georgetown, MA 01833
617-993-0003

From: [Adam Chapdelaine](#)
To: [REDACTED]
Subject: (Archive Copy) Re: Statements of Arlington Town Manager Adam Chapdelaine and PoliceChief Frederick Ryan
Date: Tuesday, October 30, 2018 3:24:25 PM

Kirsten,

Thank you for writing about this matter. We are taking this matter very seriously and are investigating the matter while he is placed on leave. We'll be consulting with legal counsel and using our discretion as we work to determine our position.

I cannot commit to what the outcome will be, but I can assure you that we are deeply disturbed by his comments and understand the seriousness of this situation.

Best,
Adam W. Chapdelaine
Town Manager
Town of Arlington
730 Massachusetts Avenue
Arlington, MA 02476
(781) 316-3010

From: Kirsten Dartnell [REDACTED]
To: achapdelaine@town.arlington.ma.us
Date: Tue, 30 Oct 2018 15:11:35 -0400
Subject: Re: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

Dear Mr. Chapdelaine,

After reading this email and then the actual words former officer Pedrini wrote in that newsletter, I beg of you to remove him of duty permanently. This person does not deserve to wear the badge.

I can't understand why people who are sworn to serve and protect allow themselves to think that violence and disrespect of community members is OK. While I wholeheartedly agree that anyone who is violent against a police officer deserves to be prosecuted to fullest extent of the law, it is not acceptable for police officers to blame entire communities of people for the actions of one bad apple. Nor is it OK for the police to act as judge and jury.

The rhetoric Pedrini uses in his writing indicates someone who has spent far too much time listening to Fox News and the current president. All of which are unacceptable by anyone, but even more so for someone who is legally authorized to carry a gun.

Thank you for listening,

Kirsten Dartnell
26 Waldo Rd, Arlington, MA 02474

On Tue, Oct 30, 2018 at 2:54 PM Town of Arlington, MA <do-not-reply@town.arlington.ma.us> wrote:

Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

Post Date: 10/30/2018 2:33 PM

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Pedrini has been employed by the Arlington Police Department since 1996.

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From: [REDACTED]
To: [Fred Ryan](#)
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Thank you: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 5:47:36 PM

Thank you. If the Diversity Task Group or the parent-led Diversity and Inclusion groups at the school can be of any support to you in these endeavors, please consider me a resource. Best, Lynette

On Tue, Oct 30, 2018 at 4:26 PM Fred Ryan <FRyan@town.arlington.ma.us> wrote:

Lynette – thank you for taking the time to write and I apologize about this officer's conduct. We will do whatever it takes to restore the community's trust in its police department.

Many thanks,

Fred

From: Lynette [REDACTED]
Sent: Tuesday, October 30, 2018 3:32 PM
To: Adam Chapdelaine; Fred Ryan
Subject: Thank you: Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan

I just wanted to reach out to both of you with an email of support. This make me so proud to be a part of this community. Thank you so much; your words literally brought tears of gratitude to my eyes. Respectfully, Lynette Martyn

On Tue, Oct 30, 2018 at 2:54 PM Town of Arlington, MA <do-not-reply@town.arlington.ma.us> wrote:

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[Unsubscribe from all Town of Arlington eNotifications.](#)



From: [Naomi Greenfield \(nngreenfield@arlingtonhumanrights.org\)](mailto:nngreenfield@arlingtonhumanrights.org)
To: [REDACTED]
Cc: [Adam Chapdelaine](#); [Fred Ryan](#); [Arlington Human Rights Commission](#); [David Swanson](#)
Subject: (Archive Copy) Re: Troubling statements by Rick Pedrini, MPA
Date: Tuesday, October 30, 2018 2:15:25 PM

Hi Ukumbwa,

Thank you so much for sharing this with us. We are well aware of it and have been in touch with the town and the APD. We are drafting a statement and suggestions of next steps right now.

I'm really sorry you and anyone else had to read such vile words from a member of our community. There is so much hate out there, and we are doing everything we can to stay on top of these issues as they arise. Please know that we are completely appalled by this and intend to give it the attention it deserves.

Thanks again,
Naomi Greenfield
Co-Chair, Arlington Human Rights Commission

On Tue, Oct 30, 2018 at 2:08 AM Ukumbwa Sauti [REDACTED] wrote:
Dear Arlington Town officials and Commissioners,

I am writing as I have been made aware of a very troubling, threatening group of statements made by Rick Pedrini, Massachusetts Police Association Executive Board Member for Arlington, MA. In Issue 1, Volume 34 (2018) of Massachusetts Police Association's, "The Sentinel", on pages 7-11, Pedrini makes numerous inflammatory and threatening comments in his writing of the "Man on the Street" articles.

His comments are indicative of the racist, loose, violent, xenophobic and anti-activist, anti-citizen narratives that have become much more common in today's contentious and cavalier political climate.

Sad to say, these statements are not too different from sentiments about civil rights organizers, activists and innocent citizens that brought about A. Phillip Randolph's first march on Washington along with the train car porters' protests, the movements headed by the Congress for Racial Equality, Student Nonviolent Coordinating Committee, the NAACP and other brave and important organizations and organizers like Julian Bond, Fannie Lou Hamer, Ella Baker, Martin Luther King and Bobby Kennedy. Pedrini's language is the kind of narrative that put the Freedom Riders in mortal jeopardy in the 1960's and it is the same narrative that puts activists, People of Color, Jewish people, Muslims, indigenous peoples and concerned citizens of all background, people that I know, respect and love, myself also in mortal and bodily danger from police officers and departments sworn to protect them.

Rick Pedrini's comments include the following:
"I am sick and tired of the social justice warriors telling us how to do our jobs. It's time we forget about "restraint", "measured responses", "procedural justice", "de-escalation", "sti

gma-reduction", and other feel-good BS that is getting our officers killed. Let's stop lipsynching, please! Let's meet violence with violence and get the job done.", amongst other troubling, dog-whistle style statements in the "Man on the Street" articles.

These kinds of statements are exactly the kind we know from recent political personalities and cultural influencers that foment deepening and open racist sentiments and violent actions often

committed by police, but all too often also picked up by racist, angry and violent citizens meaning to exert social controls over already marginalized populations.

Pedrini's statements must be called into question, must be addressed by government officials and commissions set up to look after the safety of Arlington and Massachusetts in general. I ask that you let your conscience and commitment to public safety and security to require people like Pedrini to resist influencing the MPA and Sentinel readers with reckless, violent and racist statements that can only break trust between the town's/commonwealth's citizens and the police.

There are many options here: retractions, apologies, corrections in following issues, public opposition to these statements, posts referencing these comments that support public safety and security, direct meetings with Pedrini to convince him of the problematic nature of his statements, political/cultural competency education amongst other interventions that you in your professional and civic capacities feel are effective and correct considering the serious and grave nature and possible outcomes of his comments.

As a citizen of Arlington, I thank you for your kind and principled consideration to this matter and look forward to hearing how this situation will be handled.

--

Ukumbwa Sauti

Producer/Event Creator

[World Ancestor Concert](#)

<http://www.worldancestorconcert.com>

Educator/Workshop Facilitator

Media Producer

[Original Music - SoundCloud](#)

[Spiritual Counseling](#) - initiated Dagara Elder

Connect with me on [facebook!](#)

<http://about.me/ukumbwa>

Blogs:

[Cultural Media Literacy](#)

[Indigeny and Energetics](#)

[...how deep the water...](#)

From: [Adam Chapdelaine](#)
To: [REDACTED]
Cc: [Frederick Ryan](#); [Arlington Human Rights Commission](#)
Subject: (Archive Copy) Re: Troubling statements by Rick Pedrini, MPA
Date: Tuesday, October 30, 2018 6:26:48 AM

Ukumbwa,

Thank you for writing to bring this to my attention. I'm writing tonight to acknowledge receipt and let you know that we take this very seriously and will work to address this in the proper manner.

I'll follow up with you further after the Chief and I confer on this matter.

Best,
Adam Chapdelaine

Sent from my iPhone

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Blogs:

[Cultural Media Literacy](#)

[Indigeny and Energetics](#)

[...how deep the water...](#)

From: [REDACTED]
To: [REDACTED]
Cc: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Responding to Arlington police lieutenant Rick Pedrini's diatribe against restraint and de-escalation
Date: Tuesday, October 30, 2018 12:57:16 PM

Fellow Town Meeting Members,

I was alarmed to read the following news this morning, especially in light of the violent escalations in recent weeks across the country:

'Let's meet violence with violence:' Mass Police Association executive Rick Pedrini rails against restraint and de-escalation

https://www.masslive.com/news/index.ssf/2018/10/lets_meet_violence_with_violen.html

It describes articles in a police association newsletter that can be found at:

http://www.masspolice.com/media/site_assets/e6bbd61319737fa092d41939275f1422/assets/sentinel_volume_34_i.pdf

I called the Arlington Police Department this morning to confirm that Rick Pedrini is an active police officer in our town. Chief Ryan commented in the article that he's looking into the issue.

I have every confidence in Chief Ryan, and to confirm that my confidence is well-placed, I intend to meet with the Chief in person tomorrow or at the earliest we can arrange. Let me know if you're interested in joining me, to let it be known unequivocally that the elected representatives of Arlington will not stand for such an irresponsible escalation of tensions and a call for violence from those who've sworn to keep the peace.

Sincerely,
Greg Christiana
Town Meeting Member, Precinct 15

From: [REDACTED]
To: fryan@town.arlington.ma.us; achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Rick Pedrini investigation
Date: Wednesday, October 31, 2018 8:53:37 PM

Mr. Chapdelaine and Chief Ryan:

I appreciate that the Town of Arlington and the Arlington Police are conducting an investigation into Rick Pedrini. I am an Arlington resident who wants police officers that treat members of the public fairly and honorably regardless of an individual's perceived immigration status or political views. I don't trust Pedrini to have the temperament and professionalism to do that. His words show more than bad judgment; they show bias and bigotry. I hope to see him removed from this town's police force.

Keren Goldenberg

Sent from my iPhone

From: [Arlington Human Rights Commission](#)
To: AChadelaine@town.arlington.ma.us
Subject: (Archive Copy) Statement on Lt. Pedrini
Date: Tuesday, October 30, 2018 10:09:26 PM

Statement on the comments from Lt. Pedrini

Dear Adam,

The AHRC was appalled to read the recent writings of Arlington Police Lieutenant Rick Pedrini in the non-profit Massachusetts Police Association's newsletter, *The Sentinel*. His derogatory language about many groups of people who are represented in Arlington is frightening, disturbing and endangers the safety of all Arlington residents. These statements are in complete opposition to the mission of the Arlington Police Department (APD) and are detrimental to the incredibly positive and forward-thinking work that we have seen from APD under Chief Fred Ryan's leadership. We have been in contact with Town Manager Chadelaine and Chief Ryan about this and are pleased and unsurprised that they are taking this very seriously.

As Lieutenant Pedrini's words about groups of people are not reflective of individuals in those groups, we would like to emphasize that a single officer's hateful language is not representative of the many officers in the APD who work tirelessly to build community trust and provide the safety and security that we all rely on in Arlington. The AHRC looks forward to working with the APD and the Town to address this specific incident and to find more ways to make Arlington a safe and inclusive community for all.

Sincerely,

The Arlington Human Rights Comision

*Copyright © 2018 Arlington Human Rights Commission, All rights reserved.
You signed up for our list at Town Day or at one of our other events.*

Our mailing address is:

Arlington Human Rights Commission
27 Maple Street
Arlington, MA 02476

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From: john@jgpr.net on behalf of John Guilfoil
To: achapdelaine@town.arlington.ma.us
Subject: (Archive Copy) Statements of Arlington Town Manager Adam Chapdelaine and Police Chief Frederick Ryan
Date: Tuesday, October 30, 2018 2:23:57 PM

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Town of Arlington

Adam Chapdelaine, Town
Manager

112 Mystic Street
Arlington, MA 02474



Arlington Police
Department

Frederick Ryan, Chief of
Police

112 Mystic Street
Arlington, MA 02474



FOR IMMEDIATE RELEASE

Tuesday, Oct. 30, 2018

Media Contact: John Guilfoil
Phone: 617-993-0003
Email: john@jgpr.net

Statements of Arlington Town Manager

Adam Chapdelaine and Police Chief Frederick Ryan

ARLINGTON -- Town Manager Adam Chapdelaine and Police Chief Frederick Ryan wish to address the statements written in a police advocacy organization's newsletter by a member of the Arlington Police Department who is involved with that organization.

The statements were written by Richard Pedrini in his capacity as a leader in the independent, non-profit Massachusetts Police Association. Pedrini is also a lieutenant with the Arlington Police Department.

Pedrini has been relieved of duty and placed on paid administrative leave while the Town of Arlington and Arlington Police Department investigate this matter.

The town leaders release the following statements to the public:

Town Manager Chapdelaine

"I am deeply disturbed by the apparent disregard for human life and for the duty of a police officer shown by Richard Pedrini in the Massachusetts Police Association newsletter. These comments do not represent the mission and values of the Arlington Police Department or the Town of Arlington. The sentiment raised by these comments is disturbing. The Town is taking these comments very seriously, and we will thoroughly investigate this matter."

Police Chief Ryan

"The columns written by Mr. Pedrini in the Sentinel newsletter directly contradict the values, morals and mission statement of the Arlington Police Department. Such remarks risk eroding the public trust that municipal police departments in Massachusetts have worked so hard to build in recent years. I disavow the remarks in the strongest possible terms, and this matter will be dealt with swiftly and certainly."

Pedrini, who has been employed by the Arlington Police Department since 1996.

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A message from the Arlington Police Department

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John Guilfoil Public Relations LLC
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Georgetown, MA 01833
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